

# Informed Consent Form

**Date:** May 6, 2018

**Study Name:** Workplace Experiences of People with Autism

**Researcher name:** Paolo Fragomeni (Principal Investigator),  
Human Resources Management, Master level, York University.

**Contact details:** Paolofra@yorku.ca

## **Purpose of the Research:**

This research seeks to study the working experience among individuals diagnosed on the spectrum. The output of this research will be used for a Thesis. Thus, contributing to the literature by examining working experiences. The information gathered will be strictly anonymous.

Methodology will be based on interviews with follow-up questions. Interviews will allow for specific questions to be asked and have the ability to have an open-flow dialog.

## **What You Will Be Asked to Do in the Research:**

Participants are required to meet for a short interview to discuss their past and present working experience.

Time commitment will be approximately 40 minutes.

## **Risks and Discomforts:**

There may be the possibility of emotional risks, due to the nature of the questions, such as: feeling uncomfortable, anxious and/or upset.

Mitigation methods to counter the risks will be: Organizing a quiet room to provide an environment which is calming and informal with relaxed seating (i.e. bean bags or couches within a comfortable distance, and if possible in a familiar place to them), provide a clear and detailed outline of the interview (including: an option to skip questions, and go back at any time, time frame and reassuring anonymity. Participants will also have an option to have someone sit in the interview.

## **Voluntary Participation and Withdrawal:**

Your participation in the study is completely voluntary and you may choose to stop participating at any time. Your decision not to volunteer, to stop participating, or to refuse to answer particular questions will not influence the nature of the ongoing relationship you may have with the researchers or study staff, or the nature of your relationship with York University either now, or in the future.

In the event you withdraw from the study, all associated data collected will be immediately destroyed wherever possible.

## **Confidentiality:**

Participants information will only be collected to match the requirements for the study (information such as age, name, contact, company information, and previous employers). However, soon after the participant data is collected, all revealing information about the participant will be deleted/ destroyed. Participants will be de-identified and given a random code in-place of their name. There will be no linking database or identification database for this coding.

Data will be collected by handwritten notes. Hard copies of consent forms and other written records will be stored in a locked filing cabinet, while, electronic data will be password protected on a USB key and only the researcher will have access to this information.

Research data will be destroyed by 12/31/2018. Hard copy data will be cross-cut shredded and disposed of through Staples secure shredding services. Electronic data will be deleted, overwritten, wiped and destroyed.

Unless you choose otherwise, all information you supply during the research will be held in confidence and unless you specifically indicate your consent, your name will not appear in any report or publication of the research.

Confidentiality will be provided to the fullest extent possible by law.

The data collected in this research project may be used – in an anonymized form - by members of the research team in subsequent research investigations exploring similar lines of inquiry. Such projects will still undergo ethics review by the HPRC, our institutional REB. Any secondary use of anonymized data by the research team will be treated with the same degree of confidentiality and anonymity as in the original research project.

**Questions About the Research?** If you have questions about the research in general or about your role in the study, please feel free to contact me at Paolofra@YorkU.ca or my supervisor, Dr. Marie-Helene E Budworth at [budworth@yorku.ca](mailto:budworth@yorku.ca) and/or 416-736-2100 Ext: 22867. You may also contact the Graduate Program in School of Human Resource Management at [mhrm@yorku.ca](mailto:mhrm@yorku.ca) and/or (416) 736-2100 ext. 66632.

This research has received ethics review and approval by the Delegated Ethics Review Committee, which is delegated authority to review research ethics protocols by the Human Participants Review Sub-Committee, York University's Ethics Review Board, and conforms to the standards of the Canadian Tri-Council Research Ethics guidelines. If you have any questions about this process, or about your rights as a participant in the study, please contact the Sr. Manager & Policy Advisor for the Office of Research Ethics, 5<sup>th</sup> Floor, Kaneff Tower, York University (telephone 416-736-5914 or e-mail [ore@yorku.ca](mailto:ore@yorku.ca)).

**Legal Rights and Signatures:**

I \_\_\_\_\_, consent to participate in Workplace Experiences of People with Autism conducted by Paolo Fragomeni. I have understood the nature of this project and wish to participate. I am not waiving any of my legal rights by signing this form. My signature below indicates my consent.

**Signature** \_\_\_\_\_  
Participant

**Date** \_\_\_\_\_

**Signature** \_\_\_\_\_  
Principal Investigator

**Date** \_\_\_\_\_