

Consent to Participate in a Research Study

SOCIAL EXCLUSION IN THE WORKPLACE

WHY ARE YOU BEING INVITED TO TAKE PART IN THIS RESEARCH?

You are being invited to take part in a research study about you and your workplace. All employees of EGCompany Inc are being invited to take part in this research. If you volunteer to take part in this study, you will be one of about 105 people to do so.

WHO IS DOING THE STUDY?

The person in charge of this study is Kristin Scott, Doctoral Candidate of the University of Kentucky. She is being guided in this research by Professor Giuseppe (Joe) Labianca, Associate Professor of Management in the Gatton College Of Business & Economics.

WHAT IS THE PURPOSE OF THIS STUDY?

The purpose of this research is to gather data on how employees feel and think about themselves and their job. The questions on the following survey are designed to assess your opinions on issues concerning your work environment as well as your relationships with your coworkers and supervisor.

By doing this study, we hope to learn more about how employees' beliefs and attitudes are related to organizational performance.

WHERE IS THE STUDY GOING TO TAKE PLACE AND HOW LONG WILL IT LAST?

Surveys will be conducted at EGCompany in small groups in the large conference room in the center of the XXX Blvd. office building for the study. The questionnaire will take about 30 minutes to complete. No additional time will be required of you to participate in this study.

WHAT WILL YOU BE ASKED TO DO?

You will be assigned a designated time to come in small groups of 4-5 employees to a private conference room. There you will be given instruction on how to complete the survey. The questionnaire, designed to gather information about you and your workplace, is electronic and, therefore, you will complete it on-line. If you are uncomfortable completing the survey in an electronic format, you may choose to fill out a paper version instead. Your individual answers to the questionnaire will remain confidential and will never be viewed by anyone outside of the research team. Once you have completed the questionnaire you are free to return to your work station.

ARE THERE REASONS WHY YOU SHOULD NOT TAKE PART IN THIS STUDY?

All EGCompany employees are invited to participate in this research unless an employee would choose otherwise.

WHAT ARE THE POSSIBLE RISKS AND DISCOMFORTS?

To the best of our knowledge, the things you will be doing have no more risk of harm than you would experience in everyday life.

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Although we have made every effort to minimize this, you may find some questions we ask you to be upsetting or stressful. If so, we can tell you about some people who may be able to help you with these feelings.

WILL YOU BENEFIT FROM TAKING PART IN THIS STUDY?

There is no guarantee that you will get any benefit from taking part in this study. We cannot and do not guarantee that you will receive any personal benefits from taking part in this study. Your willingness to take part, however, may, in the future, help society as a whole better understand this research topic.

DO YOU HAVE TO TAKE PART IN THE STUDY?

If you decide to take part in the study, it should be because you really want to volunteer. You will not lose any benefits or rights you would normally have if you choose not to volunteer. You can stop at any time during the study and still keep the benefits and rights you had before volunteering. If you decide not to take part in this study, your decision will have no effect on your employment with EGCompany.

IF YOU DON'T WANT TO TAKE PART IN THE STUDY, ARE THERE OTHER CHOICES?

If you do not want to be in the study, there are no other choices except not to take part in the study.

WHAT WILL IT COST YOU TO PARTICIPATE?

There are no costs associated with taking part in the study.

WILL YOU RECEIVE ANY REWARDS FOR TAKING PART IN THIS STUDY?

You will not receive any rewards or payment for taking part in the study.

WHO WILL SEE THE INFORMATION THAT YOU GIVE?

Your information will be combined with information from other people taking part in the study. When we write about the study to share it with other researchers, we will write about the combined information we have gathered. You will not be identified in these written materials. We may publish the results of this study; however, we will keep your name and other identifying information private.

We will keep private all research records. The National Institutes of Health have authorized a certificate of confidentiality for this research, which means that these records cannot be subpoenaed by a court.

CAN YOUR TAKING PART IN THE STUDY END EARLY?

If you decide to take part in the study you still have the right to decide at any time that you no longer want to continue. You will not be treated differently if you decide to stop taking part in the study.

WHAT IF YOU HAVE QUESTIONS, SUGGESTIONS, CONCERNS, OR COMPLAINTS?

Before you decide whether to accept this invitation to take part in the study, please ask any questions that might come to mind now. Later, if you have questions, suggestions, concerns, or complaints about the study, you can contact the investigator, Kristin Scott at 257-2962. If you have any questions about your rights as a volunteer in this research, contact the staff in the Office of Research Integrity at the University of Kentucky at 859-257-9428 or toll free at 1-866-400-9428. We will give you a signed copy of this consent form to take with you.

WHAT ELSE DO YOU NEED TO KNOW?

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You will be told if any new information is learned which may affect your condition or influence your willingness to continue taking part in this study.

Signature of person agreeing to take part in the study

Date

Printed name of person agreeing to take part in the study

Name of [authorized] person obtaining informed consent

Date