



CONSENT TO PARTICIPATE IN RESEARCH

This document provides description of this research study to help you decide whether or not you should participate. Carefully consider this information and ask questions about any of the information you do not understand before you decide whether to participate.

Purpose: This is a research study conducted by Dr. Sharon Oselin (University of California Riverside). We want to better understand the traits, experience, and skills that employers in Riverside and San Bernardino counties value when hiring. This includes for special populations, like the formerly incarcerated.

Eligibility: You are eligible to participate in this study if you are over 18 years old, are employed in Riverside or San Bernardino counties by a company with five or more employees, have some knowledge of your employer's hiring, and have worked for your current employer for 6 or more months. You also must be able to complete the survey in English.

Procedures: Participation in this study involves completing an online survey that will ask you about your experience as an employee with a company in Riverside or San Bernardino counties. You will also be asked minimal background/demographic information for statistical purposes and asked to review hypothetical hiring scenarios and offer your opinion. The survey will take you roughly 15 minutes to complete.

Confidentiality: Your participation in this survey is anonymous. At no point will your name or any other identifying information be associated with your answers. The only way another person will know you participated in the study is if you tell them or if they see you complete the survey online. We discourage you from discussing your participation with others in an effort to further protect the confidentiality of your questions and assure you the researchers have no way of identifying your answers or your employer.

You will be asked if you are interested in participating in future studies about employment in Riverside and San Bernardino counties at the end of the survey. If you are interested, you will provide your email address for future contact, but this information will never be stored in association with your answers.

Risk: Participation in the survey involves minimal risk. You will be asked questions about your experience as an employee and/or HR hiring manager. While reflecting on these questions, you may experience minimal psychological or emotional discomfort, but we do not anticipate it exceeds that which you experience in day-to-day life. If your discomfort becomes too great at any time, you may immediately withdraw from the study by closing the survey window.

Benefits: You may gain personal or professional insights from reflecting on your own experiences with your employer. You may also gain validation, knowing your perspectives are heard, or satisfaction, knowing that your participation helped contribute to a study that can inform policy and practice to improve employment outcomes in Riverside and San Bernardino counties.

Alternatives: Your alternative to participating in this research study is not to participate.

Compensation: UC Riverside offers no compensation for your participation in this study.

Voluntary Participation: Your participation in this study is voluntary. You can decide to participate or not to participate. If you decide to withdraw your participation before completing the survey, only those answers you provided up to the point of withdrawal will be recorded. You are not able to withdraw your participation after completing the survey because we do not collect your name and will have no way of identifying your answers.

Publications: Your participation in this study will inform a range of publications, including a report provided to Riverside and San Bernardino counties' Workforce Development, Probation Department, and regional non-profits organizations that provide employment services. You will be able to view this report on the UCR Robert Presley Center of Crime & Justice Studies' website at presleycenter.ucr.edu. Findings will also be published in various academic outlets, including journal websites, articles, and book chapters authored by the researchers. You will be able to access these publications online and through your local libraries.

If you have questions or concerns about this study, you may contact Justine Ross at 951-827-1254 or justine.ross@ucr.edu. If you have questions about your rights or complaints as a research subject, please contact the IRB Chairperson at 951-827-4802 during business hours or by email at irb@ucr.edu.

I understand that participation in this study is voluntary. I may refuse to answer any question or discontinue my involvement prior to submitting my survey without penalty. After reading this, I provide consent to partake in the study by checking the box labeled "I consent to participate in this study" on the first page of the survey and completing the online survey.