HOW DO PEOPLE WHO DEVELOP A PHYSICAL DISABILITY IN THE MIDDLE STAGES OF THEIR CAREER EXPERIENCE THE WORKPLACE?

PARTICIPANT INFORMATION STATEMENT

Research into the experiences of people who develop a physical disability in the middle stages of their career.

This Participant Information Statement (the Statement) provides information about the survey that you have been invited to participate in. Knowing what is involved will help you decide if you want to take part in the research. Please read the Statement carefully, and feel free to ask questions about anything that you don’t understand or would like to have clarified.

By completing and submitting this survey you are telling us that you:

• understand what you have read
• agree to take part in the research study as outlined below, and
• agree for us to use personal information as described.

WHAT IS THIS STUDY ABOUT?
The research study will investigate the workplace experiences of people who develop a physical disability after they are already established in the workforce.

Stereotypes about the implications of disability on workplace productivity, concerns on the part of employers about the cost of workplace accommodations, conscious and unconscious bias on the part of both employers and colleagues are often reported as issues that can marginalise the attachment of people with disability from the workforce.

This study aims to test these narratives to determine if there is anything to them. Knowing more about the experiences of these people - already facing considerable new challenges in their lives – allows us to highlight ways to ensure the workplace remains a disability friendly place.
WHO IS CONDUCTING THE STUDY?
The following researchers from the University of Sydney are conducting the study:
- Mr Paul Williamson, Centre for Disability Research and Policy.
- Associate Professor Jennifer Smith-Merry, Faculty of Health Sciences.

WHAT WILL THE STUDY REQUIRE OF ME?
If you accept the invitation to participate in the research project and are eligible to complete this survey, you will be asked questions about:
- your demographic characteristics
- your occupation, income range and education
- the type of disability you have and how long you’ve had it, and
- your experiences in the workplace.

HOW LONG WILL THE SURVEY TAKE TO COMPLETE?
The survey should take around 30 minutes to complete.

WHO CAN TAKE PART IN THE STUDY?
To be eligible to complete the survey, you need to meet the following criteria:
- be aged between 32 and 50 years
- have developed a physical disability between these ages, and
- be in paid employment, or have been in paid employment since acquiring physical disability.

DO I HAVE TO BE IN THE STUDY?
No, participation is voluntary.

CAN I WITHDRAW FROM THE STUDY ONCE I’VE STARTED?
Yes, you may end the survey at any time. However, once you submit your answers on a survey page, your answers cannot be changed or deleted, as there is no way to identify you. Also, because you cannot be identified, you can’t come back to complete an incomplete survey.

ARE THERE ANY RISKS WITH BEING ASSOCIATED WITH THE STUDY?
No. Participants will not be individually identified in the study and every effort will be made to de-identify respondents in cases where potentially identifying information is provided. It is possible (though very unlikely) that someone may guess the identity of a participant so you should not provide any information that would breach confidentiality agreements, terms of settlement, or is of a defamatory nature.

It is possible that participation in the study may trigger negative feelings about your experiences in the workplace since acquiring your disability. If you need to speak to someone, please contact Lifeline on: 13 11 14 or Beyond Blue on 1300 22 4636.

It is also possible that participation in the study may reveal treatment that is contrary to workplace laws. If this applies in your circumstances, consider contacting the Fair Work Ombudsman for further advice. They can be contacted on 13 13 94.

Participant Information Sheet V1.0_190318
**Are there any benefits associated with being in the study?**
You will not receive any direct benefits from being involved in the study. By completing this survey, you will be contributing to the body of research that is used to inform policy around disability employment.

**What will happen to information about me that is collected during the study?**
You can complete this survey without being asked for any details of your identity. All information given for this survey is anonymous and will remain confidential. Please make sure that you don’t enter any potentially identifying information in the survey.

Data is captured using secure survey tool software based on servers based at the University of Sydney and the data is password protected. The data will be securely stored for five years in accordance with the University of Sydney’s data collection protocols, and will be deleted after this time has elapsed.

The findings from data collected by this study may be published in journals and articles, used in conference presentations, and other media. It will not be possible to identify individual participants from the publication of the material.

By providing your consent, you are agreeing to us collecting personal information about you for the purposes of this research study. Your information will only be used for the purposes outlined in this Participant Information Statement, unless you consent otherwise. Information collected through the study will be kept strictly confidential, except as required by law.

**Can I tell other people about the study?**
Yes. You are welcome to tell other people about the study - we encourage you to share the survey invitation to ensure we capture as much data as possible.

**What if I would like further information about the study?**
If you would like to know more at any stage during the study, please feel free to contact the Chief Investigator, Mr Paul Williamson, by email at paul.williamson1@sydney.edu.au or by telephone on 0402 974 010.

**Will I be told the results of the study?**
If you would like to know about the outcome of the research we will be happy to provide you with information about our findings.

**Are there alternatives to the online survey?**
Yes. If you cannot consent and complete the survey online due to disability, please contact Paul Williamson by email or telephone (outlined above) so that alternative arrangements can be made for you to provide consent and complete the survey.

**What if I have a complaint or any concerns about the study?**
Research involving people in Australia is reviewed by an independent group of people known as Human Research Ethics Committee’s (HREC). The ethical aspects of this study have been approved by the HREC at the University of Sydney [2018/145].

We will be conducting this study to the highest ethical standards, and in accordance with the National Statement on Ethical Conduct in Human Research (2007). This statement has been developed to protect people who agree to take part in research studies such as this.

If you are concerned about the way this study is being conducted or you wish to make a complaint to someone independent of the study, please contact the University of Sydney (please quote the study title and protocol number) at:

   The Manager, Ethics Administration  
   University of Sydney  
   Telephone: (02) 8627 8176  
   Email: ro.humanethics@sydney.edu.au  
   Fax: (02) 8627 8177