



Participant Consent Form

Research project title : The Implementation of New Ways of Working (NWW) and its Effect on Neurodivergent Thinkers in the Workplace

Researcher : Nada Musleh

Research Participants name :

Purpose and Nature of the Research

The purpose of the study is to explore the effect of the implementation of New Ways of Working (NWW) on neurodivergent thinkers in the workplace. This includes the effect of the spatiotemporal changes (changes in the workspace, flexi-hours, remote working), the effect of information and communication technology changes, and the effect of the behavioural changes (management style, organizational culture, skills and training, and work processes).

In order to understand the experience of the participants, the researcher will conduct virtual research interviews that will take approximately 60 minutes. For data analysis purposes, the researcher will record the interview using MS Teams.

Research Procedure

The research will be conducted through semi-structured interviews and respondents will be sampled using a purposive technique. The sample should represent information-rich cases that can be studied in-depth and will be able to address the research guiding questions.

the benefits of the research is that it will raise the voice of a marginalized group in the workplace and will contribute to proposing a Universal Design (UD) to offices layout, work arrangements and relations, and processes.

Potential Risk(s) and Treatment of Related Stress

We don't anticipate that there are any risks associated with your participation, but you have the right to stop the interview or withdraw from the research at any time.

If stressed or overwhelmed, please note that there are external support services that are available to provide support:

Organization	About
As I am	Ireland's National Autism Charity
Website: https://Asiam.ie/ Phone No. 08 18 234 234	
ADHD Ireland	Support, Education, and Acceptance for ADHD in Ireland
Website: https://adhdireland.ie/ Phone No. 01 874 8349	
Dyslexia Association of Ireland	Supporting Children and Adults with Dyslexia
Website: https://dyslexia.ie/ Phone No.	
Dyspraxia DCD Ireland	Supports and services to young people and adults with dyspraxia/DCD
Website: https://www.dyspraxia.ie/ Phone No. 01 874 7085	
Tourette's Support Ireland	support for children and adults with Tourette Syndrome
Website: http://www.tsireland.ie/ Phone No.	

Confidentiality and Data Protection

- Data protection risks will be assessed and managed and all required and available measures will be taken to ensure that participants identity will not be disclosed and that their privacy is protected.
- Any related personal data for the purpose of the research will comply with EU and national data protection law: the EU General Data Protection Regulation 2016 ('GDPR') and Data Protection Acts 1988-2018.
- Data shared for the purpose of the research will be treated with the highest standards of security and confidentiality.
- Confidentiality and protection of data is maintained through following a coding system for each participant. A copy of the interview recording will be saved on a

local drive and will not be stored on any shared drive(s) or clouds. The saved copy of the research interview will be coded, and the unique code given at the beginning of the interview by the researcher will be used throughout the data processing and analysis process as an identifier instead of the participant's identity.

- Data collected will be used exclusively for the specific, explicit, and legitimate purpose of the research (purpose limitation).
- Data will be processed lawfully, fairly, and in a transparent manner (lawfulness, fairness, and transparency).
- Data gathered will be adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed (data minimisation).
- Data will be recorded accurately and will be updated when necessary (accuracy)
- Data will be kept in a form which permits identification of individuals for no longer than is necessary for the purposes for which the personal data are processed (storage limitation)
- Data will be processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures (integrity and confidentiality).
- Records kept by the researcher can only be made available to any board member of the University of Limerick – Kemmy Business School through an official request and identities of research participants will be protected.

Thank you for agreeing to be interviewed as part of the above research project. Ethical procedures for academic research require that interviewees explicitly agree to being interviewed and how the information contained in their interview will be used. This consent form is necessary for us to ensure that you understand the purpose of your voluntary involvement and that you agree to the conditions of your participation. Would you therefore read the accompanying information sheet and then sign this form to certify that you approve the following:

- I voluntarily agree to participate in this research study.
- I understand that even if I agree to participate now, I can withdraw at any time or refuse to answer any question without any consequences of any kind.
- I understand that I can withdraw permission to use data from my interview within two weeks after the interview, in which case the material will be deleted.
- I have had the purpose and nature of the study explained to me in writing and I have had the opportunity to ask questions about the study.
- I understand that participation involves agreeing to have a recorded research interview via teams for a period of approximately 60 minutes.
- I understand that I will not benefit directly from participating in this research.
- I agree to my interview being audio-recorded.
- I understand that all information I provide for this study will be treated confidentially.
- I understand that in any report on the results of this research my identity will remain anonymous. This will be done by changing my name and disguising any details of my interview which may reveal my identity or the identity of people or organization(s) I speak about.
- I understand that disguised extracts from my interview may be quoted in the research to demonstrate the experience of users, those extracts can be solely used for research purposes.
- I understand that if I inform the researcher that myself or someone else is at risk of harm they may have to report this to the relevant authorities - they will discuss this with me first but may be required to report with or without my permission.
- I understand that signed consent forms and original audio recordings will be retained in safe external drive as previously indicated in the consent form until the research is concluded.

- I understand that a transcript of my interview in which all identifying information has been removed will be retained until the conclusion of the research and will be stored for a maximum of two years period from the date of the research conclusion.
- I understand that under freedom of information legalisation I am entitled to access the information I have provided at any time while it is in storage as specified above.
- I understand that I am free to contact any of the people involved in the research to seek further clarification and information.

Signature of research participant

Signature of participant

Date

Signature of researcher

I believe the participant is giving informed consent to participate in this

Signature of researcher

Date