

Consent

Autistic Human Services Workers and Workplace Climate A Study to Understand Workplace Inclusion

This study seeks to understand barriers and facilitators of workplace inclusion for autistic human services workers in Canada and the United States. Participating in this survey will help us better understand workplace inclusion and the results will inform the development of policies and practices that promote positive outcomes for autistic workers and their workplaces.

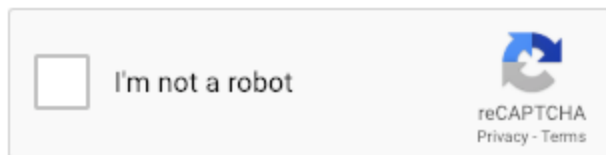
This survey should take approximately 30 minutes to complete, but for some, it might take longer. It will start by asking some identity and demographic details about yourself, and organization. Then, you will be asked about accommodation and accessibility, your connections to your workplace and wellbeing, and perceptions and experiences at work. Lastly, there will be a series of questions about policy. Please be reminded that a list of resources are available at the end of the survey should you need support.

If you take a break from the survey, you will have 24 hours to return to it on the same device before you are unable to finish any remaining questions. If you leave the survey and want to finish it later, you need to do so on the same device with which you started. It is suggested that you complete this survey on a personal computer (as opposed to a mobile phone) if possible as it may be more user friendly to navigate through the items.

As you respond to survey questions, you may notice that a few additional security questions are present in different sections of the survey. They are there as an extra precaution to protect against fraudulent participants.

Throughout the survey, several key terms are used. [Click here](#) for definitions if you need them.

Before you proceed to the survey, please complete the CAPTCHA below.



Wilfrid Laurier University Informed Consent Statement

Workplace Inclusion for Autistic Human Service Workers

Researcher: Sarah Southey, PhD student, Faculty of Social Work, Wilfrid Laurier University

Supervisor: Dr. Michael Woodford, Faculty of Social Work, Wilfrid Laurier University

You are invited to participate in a research study designed to gain insights on workplace inclusion for autistic individuals working in human services. Specifically, you are invited to participate in a confidential online survey being conducted across Canada and the United States. We are planning to recruit approximately 200 autistic human services workers for the survey. Your insights and reflections will be invaluable. The results will promote knowledge about autistic human services

workers' experiences—a neglected topic. The results will also inform efforts to promote the inclusion of autistic human services workers.

A Note About Language

Aligned with research and community preferences, this study uses identity-first language to describe autism (e.g., autistic person).

Information

You will be asked to participate in a confidential online survey, which will take about 30 minutes to complete. If you are unable to complete the survey online, you can complete it with the researcher verbally.

To understand workplace inclusion, we will ask about autistic workers' workplace experiences, perceptions of their workplace, and interactions with policy. Other questions explore participant's wellbeing and workplace satisfaction and other outcomes.

Should you consent to participate, I will send you an email link to the survey upon completion of this consent form. Please complete the survey within seven days of receiving the survey link.

Risks

If you've had negative experiences in the workplace, you might experience some discomfort answering questions about your workplace experiences, and perceptions, or answering questions about your wellbeing, job satisfaction, and other experiences. These feelings are normal and should be temporary. Please note, you may take a break from the survey, skip questions, or withdraw from the survey at any time, without any negative consequences. We have provided a list of resources if you'd like to talk with someone. If you experience any persistent negative feelings as a result of participating in this study, please contact Sarah Southey (contact information in "Contact" section of this form).

Benefits

You will not directly benefit by participating in the study. However, some participants might feel a sense of pride or satisfaction by helping to advance

knowledge about autistic human services workers' experiences—a topic that has been under studied, to date.

Please note that any responses that are found to be invalid (e.g. dishonest answers) will not be eligible for compensation. Similarly, if you provide incorrect information regarding your eligibility criteria (i.e., age, location of residence) you will not be eligible for compensation. We rely on the authenticity of your experience and answers to ensure the accuracy of our research. If you believe you should still be compensated, you may email the Principal Investigator. Thank you for your honesty and cooperation.

Confidentiality

The information collected will be used for research purposes only and your identity will be confidential. No identifying information will be disclosed in any results, and only aggregate results will be presented or published. The data will be stored Laurier's OneDrive and will be password-protected with access restricted to the research team.

Due to the nature of email communication, sending and receiving of the materials cannot be guaranteed to be confidential. Please note, while in transmission on the Internet, the confidentiality of data cannot be guaranteed.

Computer IP addresses will be collected to protect the survey from bots and fraudulent participants.

All identifiable information (name, email address, IP address) will be removed from the datafile and the de-identified data will be stored for 7 years and will then be destroyed by the principal investigator..

Incentives

If you wish to receive a \$10 Starbucks gift card (in CAD/USD depending on your country of residence), you can indicate this preference at the end of the survey. If you withdraw from this study, you will still receive this amount by contacting sout1160@mylaurier.ca.

Contact

If you have questions related to this study or the procedures, or you experience adverse effects as a result of participating in this study, or if you have technical questions, you may contact the researcher, Sarah Southey at sout1160@mylaurier.ca

This project has been reviewed and approved by the University Research Ethics Board (REB# 8972). If you feel you have not been treated according to the descriptions in this form or your rights as a participant in research have been

violated during the course of this project, or if you have any questions for the board, you may contact Jayne Kalmar, PhD, Chair, University Research Ethics Board, Wilfrid Laurier University, +1 548 889 3518 or REBChair@wlu.ca.

Participation

Your participation in this study is voluntary; you may decline to participate without penalty. If you decide to participate, you may withdraw from the study at any time without penalty.

Feedback and publication

The results of this research might be published/presented in a thesis, course project report, book, journal article, conference presentation, class presentation.

- Only aggregate findings and no individual responses will be reported.
- The results of this research may be made available through Open Access resources.
- An executive summary of the findings from this study will be available by January 2026.
- If you choose to provide your e-mail address for this purpose at the end of the study/form, the executive summary will be e-mailed to you by December 31st, 2025.

Consent

- ☐ I have read and understand the above form. I agree to participate in this study through the online survey link. (Selecting this option will open the questionnaire)
- ☐ I have read and understand the above information. I do not want to participate in this study. (Selecting this option will end the survey)

We thank you for your time in completing this consent form. Your responses have been recorded.