



INFORMED CONSENT FOR EXEMPT RESEARCH ONLINE SURVEY

NAVIGATING WORKFORCE DISRUPTIONS AND CAREER TRANSITIONS IN 2025

You are invited to participate in a research study conducted by **Pamela Andrews, Principal Investigator, Charles Gross, Co-Researcher** and **Tracy Small, Co-Researcher** because you believe the 2025 United States policy changes had an individual impact on you. Your participation is voluntary. You should read the information below and ask questions about anything that you do not understand, before deciding whether to participate. Please take as much time as you need to read the consent form. You may also decide to discuss participation with your family or friends.

PURPOSE OF THE STUDY

The purpose of the study is to identify the behaviors and processes employed by women to navigate the disruptions in the workforce due to policy changes that started in January 2025.

PARTICIPANT INVOLVEMENT

If you agree to voluntarily take part in this study, you will be asked to complete a 35-item, online survey which is anticipated to take no more than 15 minutes. You do not have to respond to each item if you don't wish to do so. Click "next" or "N/A" to move to the next item of the survey.

PARTICIPATION AND WITHDRAWAL

Your participation is voluntary. Your refusal to participate will involve no penalty or loss of benefits to which you are otherwise entitled. You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study.

ALTERNATIVES TO FULL PARTICIPATION

The alternative to participation in the study is not participating or completing only the items which you feel comfortable.

CONFIDENTIALITY

I will keep your records for this study **confidential** as far as permitted by law. However, if I am required to do so by law, I may be required to disclose information collected about you. Examples of the types of issues that would require me to break confidentiality are if you tell me about instances of child abuse and elder abuse. Amela Consulting research collaborators and fellow researchers may also access the data collected. The research team will reviews and monitor research data to confirm its duty to protect the rights and welfare of research subjects.

The data will be stored in a secure and password protected cloud servers as part of Amela Consulting security infrastructure and security protocols. All survey data will be kept in a password protected file on the researcher's cloud-based server that is password protected. The data will be stored for a minimum of three years. The data collected will be de-identified, transcribed, and then coded for confidentiality.



INVESTIGATOR'S CONTACT INFORMATION

I understand that the investigators are willing to answer any inquiries I may have concerning the research herein described. I understand that I may contact any of the following investors if I have any other questions or concerns about this research.

- Pamela Andrews, Principal Investigator, pandrews@amelaconsulting.com
- Charles Gross, Co-Researcher, charles@drgrossphd.com
- Tracy Small, Co-Researcher, tracydsmall@outlook.com

By clicking on the **You Agree to Participate** link, you are acknowledging you have read the study information. You also understand that you may end your participation at any time, for any reason without penalty.

[**You Agree to Participate**](#)

[**You Do Not Wish to Participate**](#)

If you would like documentation of your participation in this research, you may print a copy of this form.