

**IMPLIED CONSENT TO PARTICIPATE IN RESEARCH**

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Title of Study: Incivility Between Library Employees: Before, During and After Covid-19 Work From Home Initiatives.

Purpose of Study: You are being asked to participate in a research study designed to evaluate how librarians have experienced workplace incivility before, during and after Covid-19 lockdown. Incivility is psychological mistreatment which involves, “low-intensity deviant behavior with ambiguous intent to harm the target, in violation of workplace norms for mutual respect.” (Anderson, L.M. and Pearson, C.M., 1999).

Procedures: You will be asked to answer anonymous survey questions regarding your experiences with incivility in librarianship.

Benefits: This will assist the profession with discovering where and why incivility occurs, and perhaps devise better deterrent methods.

Risks: None greater than those of daily life.

Costs/incentives: No costs or incentives.

Confidentiality: No information that can identify you personally will be collected as part of this research. The research is completely anonymous.

 The information gathered will be stored in a password protected computer.

Use of information: Investigators hope to present and/or publish on the subject of incivility in librarianship. This survey will be useful to piecing together scholarly works.

Voluntary The participants may withdraw from the study at any time, or decline to

Participation: participate, without any penalty.

By filling out this questionnaire, you are indicating the following:

* You are 18 years of age or older
* You have read the above consent statement and have had an opportunity to ask questions to your satisfaction.
* You understand that additional questions should be directed to IRB Chair or assigned designee at IRB@saintleo.edu or to investigators listed above.
* You agree to participate in the study, under the terms outlined in this consent statement.

 <https://saintleo.co1.qualtrics.com/jfe/form/SV_72ldnLzrd1bhvMO>