



Participant Information and Consent Form

Title	Understanding the Impacts of Work Banter to Women in the Australian Construction Industry
Principal Investigators	Helen Lingard, Rita Zhang
Associate Investigator	Katy Chan, Huey Wen Lim, Jack Clarke

What does my participation involve?

1 Introduction

You are invited to take part in this research project, which is called *Understanding the Impacts of Work Banter to Women in the Australian Construction Industry*. You have been invited because you have experience as a woman worker in the New South Wales (NSW) construction industry and by sharing your experience, you will provide valuable information to our research project.

This Participant Information Sheet and Consent Form tells you about the research project. It explains the processes involved with taking part. Knowing what is involved will help you decide if you want to take part in the research.

Please read this information carefully. Ask questions about anything that you don't understand or want to know more about. Before deciding whether to take part, you might want to talk about it with a relative or friend.

Participation in this research is voluntary. If you don't wish to take part, you don't have to.

If you decide you want to take part in the research project, you may continue to the interview after reading this Participant Information Sheet. By completing the interview, you are telling us that you:

- Understand what you have read
- Consent to take part in the research project

You may download a copy of this Participant Information Sheet to keep. A link to the Participant Information Sheet can be found at the front page of the online interview.

2 What is the purpose of this research?

Banter is an important part of work life. Appropriate humour can help communication and improve relationship with co-workers in the workplace. But banter can be offensive and harmful when it is inappropriate. Women sometimes experience joking sexual comments or innuendo, and their negative experience adversely affects their wellbeing and work performance.

This project aims to understand the diverse experiences of banter and its management among women, as well as banter's associated impacts on their wellbeing in the NSW construction industry. Information provided in the interview will be used on developing training resources for organisations to establish a safe and welcoming work environment for woman workers in construction.

This research has been funded by the Woman in Construction Industry Innovation Program.

3 What does participation in this research involve?

Participation involves participating in a one-to-one interview. We would like to audio record the interview. You can sign the consent form at the end of this form to show you agree to being audio recorded.

The interview will be conducted face-to-face with all social distancing and hygiene requirements are fulfilled. The interview will take about 30 minutes and up to one hour.

4 Other relevant information about the research project

Approximately 15 participants from the member organisations of the Master Builders NSW will be invited to participate in this project. All participants will be woman workers employed at the organisations at the time of the research. In accordance with RMIT University's gender affirmation guidelines, we recognise that a person's sex and gender may not necessarily be the same. Some people may identify as a different gender to the one assigned at birth. This interview welcomes self-identified women. It will take place in February 2025.

5 Do I have to take part in this research project?

Participation in any research project is voluntary. If you do not wish to take part, you do not have to. If you decide to take part and later change your mind, you are free to withdraw from the project at any stage.

If you do decide to take part, please download and keep this Participant Information Sheet.

Your decision whether to take part or not to take part, or to take part and then withdraw, will not affect your relationship with your employer or the Master Builders NSW.

You may stop the interview at any time. Unless you say that you want us to keep them, any recordings will be erased and information you have provided will not be included in the study results. You may also refuse to answer any questions that you do not wish to answer during the interview.

6 What are the possible benefits of taking part?

We cannot guarantee or promise that you will receive any benefits from this research; however, you may appreciate contributing to knowledge. By sharing your experiences, you can help build a set of evidence-based training resources which will be adopted by the member organisations of the Master Builders NSW and beyond. The resources will guide organisations on how to create a safe and friendly workplace culture for women in construction reducing inappropriate humour.

7 What are the risks and disadvantages of taking part?

The interview will include questions about your experiences, responses, and attitudes toward humour. It is unlikely that the questions will cause risk or distress for participants. However, some questions inquire about your experiences of inappropriate banter and the topic of sexual harassment is involved. You may feel that some of the questions we ask are stressful or upsetting. If you do not wish to answer a question, you may skip it and go to the next question, or you may stop immediately. If you become upset or distressed as a result of your participation in the research project, members of the research team will be able to discuss appropriate support for you. A list of relevant counselling services and hotlines will also be available to you.

8 What if I withdraw from this research project?

If you do consent to participate, you may withdraw at any time. If you decide to withdraw from the project, please notify a member of the research team.

You have the right to have any unprocessed data withdrawn and destroyed, providing it can be reliably identified.

9 What happens when the research project ends?

The findings of this research will be published, so you can request to be given copies of publications that are produced as a result of this research. Also, a summary of results of this research can be shared upon your request.

How is the research project being conducted?

10 What will happen to information about me?

By signing the consent form, you consent to the research team collecting and using information from you for the research project. Any information obtained in connection with this research project that can identify you will be treated as confidential and securely stored. All data collected, including the recording and transcript of your interview, will be stored on secured university cloud platform. Only the researchers listed on this application will have access to the files. Neither the Master Builders NSW nor your employer will have access to your direct responses to the interview questions or any identifiable information of you. They will not know if anyone choose to take part in the interview or not.

It is anticipated that the results of this research project will be published and/or presented in a variety of forums. In any publication and/or presentation, information will be provided in such a way that you cannot be identified, except with your express permission. Case studies and quotes in our reports are anonymous.

In accordance with relevant Australian and/or Victorian privacy and other relevant laws, you have the right to request access to the information about you that is collected and stored by the research team. You also have the right to request that any information with which you disagree be corrected. Please inform the research team member named at the end of this document if you would like to access your information.

Any information that you provide can be disclosed only if (1) it is protect you or others from harm, (2) if specifically allowed by law, (3) you provide the researchers with written permission.

11 Who is organising and funding the research?

This research project is being conducted by a team of researchers from RMIT (Helen Lingard, Rita Zhang, and Katy Chan) and funded by NSW Women in Construction Industry Innovation Program.

12 Who has reviewed the research project?

All research in Australia involving humans is reviewed by an independent Ethics review body. This research project has been approved by one of the RMIT University review bodies. This project will be carried out according to the *National Statement on Ethical Conduct in Human Research* (2023). This statement has been developed to protect the interests of people who agree to participate in human research studies.

13 Further information and who to contact

If you want any further information concerning this project, you can contact any of the following people:

Research contact person

Name	Helen Lingard
Position	Chief investigator
Telephone	+61 3 9925 3449
Email	helen.lingard@rmit.edu.au

Name	Rita Zhang
Position	Chief investigator
Telephone	+61 3 9925 3906
Email	rita.zhang@rmit.edu.au

Name	Katy Chan
Position	Research Fellow
Email	katy.chan@rmit.edu.au

Name	Huey Wen Lim
Position	Research Fellow
Email	huey.wen.lim@rmit.edu.au

Name	Jack Clarke
Position	Research Fellow
Email	jack.clarke@rmit.edu.au

14 Complaints

Should you have any concerns or questions about this research project, which you do not wish to discuss with the researchers listed in this document, then you may contact:

Reviewing HREC name	RMIT University
HREC Secretary	Pascal Bernard
Telephone	03 9925 1985
Email	humanethics@rmit.edu.au
Mailing address	Manager, Research Governance and Ethics RMIT University GPO Box 2476 MELBOURNE VIC 3001

Consent Form

Title Understanding the Impacts of Work Banter to Women in the Australian Construction Industry

Principal Investigators Helen Lingard, Rita Zhang

Associate Investigator Katy Chan, Huey Wen Lim, Jack Clarke

Acknowledgement by Participant

I have read and understood the Participant Information Sheet.

I understand the purposes, procedures and risks of the research described in the project.

I have had an opportunity to ask questions and I am satisfied with the answers I have received.

I freely agree to participate in this research project as described and understand that I am free to withdraw at any time during the interview and the project's data collection and initial analysis periods (until end of March 2024) without affecting my relationship with RMIT.

I understand that I will be given a signed copy of this document to keep.

Name of Participant (please print) _____
Signature _____ Date _____

Declaration by Researcher*

I have given a verbal explanation of the research project; its procedures and risks and I believe that the participant has understood that explanation.

Name of Researcher* (please print) _____
Signature _____ Date _____

* An appropriately qualified member of the research team must provide the explanation of, and information concerning, the research project.

Note: All parties signing the consent section must date their own signature.