

Plain Language Information Statement

Date: 10 December 2025

Full Project Title: <Insert full project title>

Project Number: xxxxxxxx

Principal Researcher: <insert CMI staff member name and email address>

Student Researcher: <insert student name and CMI email address>

Telephone Number: +61 3 9813 3400

To Participant:

This Plain Language Information Statement contains information about the research project. Its purpose is to explain to you the procedures involved in this project so that you can make a fully informed decision regarding your participation.

Why is this research being conducted?

This research is being conducted to explore how experiencing unsupportive social interactions and subtle discrimination effects the psychological wellbeing and work productivity (if employed) of marginalised, minoritised and disadvantaged Australians.

Who can participate in the study?

You can participate in this study if you live in Australia and are aged 18 or above.

We are especially interested in the experiences of people from one or more of these groups:

- people from culturally and linguistically diverse backgrounds
- LGBTIQ+ people, and
- People with disabilities and/or chronic health conditions

You also need to be able to read and understand this Plain Language Information Statement.

Who is conducting this study?

This study is being conducted by <Student Researcher>, as part of the Master of Psychology (Clinical Psychology) program. <Principal Researcher Name>, of the Cairnmillar Institute will be supervising this project.

What does participation involve?

Participation involves completing an online questionnaire of approximately 25-45 minutes. The study involves a core group of questions, asking about experiences of unsupportive social interactions and subtle discrimination, and their effects on you. These are estimated to take about 25 minutes to complete. Depending on some of your answers, we may ask if you would like to complete some additional, optional questions about your experiences.

Examples of the kinds of questions contained in the core survey are: “In your day-to-day life, how often do ... People act as if they are afraid of you?” or, “How often have you been unfairly humiliated in front of others at work?”

Your participation in this study is completely voluntary. Your information will remain confidential, and all data collected is anonymous. Every participant has the right to withdraw from the study at any time prior to the data being submitted, by closing the browser and exiting the survey. However once submitted we are unable to remove this data as it is anonymous.

What will happen to the information I provide?

The information collected through this study will be analysed and published as a thesis, but also may be published as a journal article or presented at a conference.

A summary of the findings can also be provided to participants if requested.

Data will be anonymous and confidential will be accessible by the named research team and future research collaborators. However, it may also be accessed by organisation staff responsible for the secure storage of the data. Additionally, if we publish the findings in a journal, we may also need to provide access to the data. However, the data will be completely anonymous and will not contain any potentially identifying information.

Data will be securely stored at the Cairnmillar Institute for a minimum of five years from the completion of the study.

Possible benefits

By participating in this research, you will be making an invaluable contribution to a very important area of research about the experience of subtle discrimination and its effects on the psychological distress and work productivity of marginalised, minoritised and disadvantaged Australians.

Possible risks

It is possible to sometimes feel distressed when describing some of the negative encounters you may have experienced. However, it is not expected to pose any risks above what you might experience in your everyday life. There are no other expected risks or discomforts associated with participation in the study.

If you are concerned about your mental health or wellbeing following the completion of the survey, you are encouraged to make use of the telephone counselling services such as Lifeline (13 11 14) or Beyond Blue (1300 22 4636). You can also contact the Cairnmillar Institute Community Clinic on 1300 391 393, or speak to your own GP.

If, on reflection, you feel you have experienced discrimination, you can contact the Australian Human Rights Commission on 1300 369 711 for more information.

This study has been approved by the Human Research Ethics Committee at The Cairnmillar Institute and will comply with the *National Statement on Ethical Conduct in Human Research* (National Health and Medical Research Council of Australia, 2025).

Who I can contact if I have any questions?

If you would like further information or have any concerns regarding this project, please contact the Principal Researcher.

If you have any concerns or complaints about any aspect of the project, the way it is being conducted or any questions about your rights as a research participant, then you may also contact the Secretary to the Human Research Ethics Committee. Please ensure to include the **project name**, **project number** and the **name of the Principal Researcher** in any correspondence when contacting the Secretary of HREC. (You can find these details at the top of this document).

The contact details can be found below:

Secretary to the HREC
The Cairnmillar Institute

391-393 Tooronga Road
Hawthorn East VIC 3123
Phone: 03 9813 3400

Email: hrec@cairnmillar.edu.au

If I agree to participate, how do I get started?

By clicking on the Consent button, I agree that:

1. A copy of the Plain Language Statement was made available to me.
2. I have read and I understand the above Plain Language Statement.

3. I freely agree to participate in this project according to the conditions in the Plain Language Statement.
4. I understand that involvement in this project is voluntary and that I am free to withdraw at any time prior to submission of the data.
5. By commencing this questionnaire, I understand that I have given full and informed consent to taking part in this study.