

THE UNIVERSITY OF TEXAS AT TYLER

Special Subject Populations: Employees

Employees who are asked to volunteer as participants in research are considered a potentially vulnerable subject population because they may feel some pressure to participate, especially if the requesting Investigator is their supervisor or someone who might be in a position to influence their future.

Employees may volunteer to participate out of a belief that doing so will place them in good favor with the Investigator (e.g., participating will result in receiving recommendations, promotions, and the like), or that failure to participate will negatively affect their relationship with the Investigator.

This guidance outlines special ethical considerations that investigators and the UT Tyler IRB must make when employees are involved in human subjects research.

NOTE: PIs and co-investigators must take the supplementary CITI module: Vulnerable Subjects-Research Involving Workers/Employees (ID: 483) in addition to the SBR or Biomedical Courses.

General Guidelines

When investigators propose to recruit employees from any occupational setting, they need to consider the potential coercive nature of their choice to participate or not to participate.

As a general rule, due to the potential for perceived or undue influence to participate, workers or employees who desire to participate in the research must not be under the direct supervision of anyone who has access to identified data (e.g., PIs, those collecting data).

In addition, employees must not be recruited from a person who has any line of authority (direct or indirect), and all efforts must be taken that no one in direct lines of authority know of an employee's choice to participate or not to participate.