

To collect these data, and because of the topic, we asked an external consultant to facilitate this process. The consultant will be the person conducting the study and will be the only person with access to information linked to your identifiable information. Information linked to you will not be provided to the University of Maryland. This effort was put in place to maintain confidentiality. All answers you submit will be separated from your identifiable information and protected according to legal and ethical guidelines. In any reports or publications of these findings, the data will be shared in a way that does not identify the individual.

There may be some risks as the topic includes questions about hate and bias, however, these risks and discomfort associated with participation in this study are no greater than those ordinarily encountered in daily life.

- Your participation is voluntary. You are free to stop your participation at any point. Refusal to participate or withdrawal of your consent or discontinued participation in this study will not result in any penalty or loss of benefits or rights to which you would otherwise be entitled.
- There may be no personal benefit from your participation in this study, but the knowledge may improve the climate for community at the University of Maryland and information could help increase the larger knowledge base about campus climates on campuses.
- If you choose to participate and complete the survey by the closing date, you will have an opportunity to be placed in a drawing for multiple prizes. These prizes will be drawn at random from all completed surveys from students, staff, and students. In addition to the drawing of all completed surveys, additional prizes are being awarded based on the highest percentage of completed surveys returned by residence hall, recognized greek organization, university athletic team, and by student organization based on roster membership.

If you earn more than \$100 as a research participant, you must provide your name, address, and SSN to receive the compensation.

If you decide to stop taking part in the study, if you have questions, concerns, or complaints, or if you need to report an injury related to the research, please contact the investigator:

Dr. Jennifer Hubbard
Office of Diversity and Inclusion
The University of Maryland
Jhubbar4@umd.edu
[301-405-6810](tel:301-405-6810)

If you have questions about your rights as a research participant or wish to report a research-related injury, please contact:

University of Maryland College Park
Institutional Review Board Office
1204 Marie Mount Hall
College Park, Maryland, 20742
E-mail: irb@umd.edu
Telephone: [301-405-0678](tel:301-405-0678)