

<b>UWO - HSREB</b>	<b>GUIDELINE</b>	<b>2-G-025</b>	<b>Page 1 of 1</b>
EFFECTIVE: September 2004	<b>RECRUITMENT OF EMPLOYEES OR STUDENTS TO BE VOLUNTEERS IN BIOMEDICAL RESEARCH</b>		

The direct recruitment of UWO students or staff to participate in human research by individuals in a position of authority who could influence the academic or performance evaluation of such individuals introduces an ethical perception of possible coercion. Similar concerns arise when friends ask friends, co-workers ask co-workers or students ask other students to become 'healthy' or 'normal' subjects in an experiment. This relationship may make it difficult for potential subjects to refuse to participate for fear of jeopardizing a personal or collegial relationship. This is of particular concern if the intervention involves even minimal risk, and / or is not demonstrated to potentially result in any identifiable benefit to the individual subject .

### Recruitment

For purposes of subject recruitment that might legitimately include students or employees of the institution where the research is being carried out, **a public advertisement that includes sufficient detail to inform interested subjects of the general purpose of the study and the intervention(s) involved, is required.** Recruitment on a one-to-one basis should be reserved for those instances where individuals with special or unique characteristics, who would not normally see a public announcement, are required as subjects.

The REB feels that this process allows the subject to initiate the recruitment process if interested or disregard it without fear of covert recrimination from any member of the research team who would otherwise be perceived to be in a potential conflict of interest circumstance.

Researchers may disseminate this public announcement in a number of ways. E.g. Signs could be posted in public areas, general handouts or announcements given to classes or groups of potential participants, or a general email etc.

The researcher should describe this process in the Recruitment of Subjects section of the ethics protocol submission and provide an appropriate number of copies of the announcement. (See protocol submission form for details.)

### Informed Consent Documentation Requirements

- In experiments where the intervention poses more than minimal risk and there is no direct benefit to the participant , there must be a clear statement indicating that there will be no benefit to the subject.
- There must also be a statement in the benefits section that identifies what groups may legitimately benefit from this research in the future e.g. society at large, specific athlete or patient groups etc. and what type of benefit they can expect. e.g. improved athletic performance.