

Guidance –Employees as Research Participants

Investigators should understand that, by their positions, employees represent a vulnerable population regarding acting as research participants. The investigators should be sensitive to the need to avoid even subtle coercion and to ensure that all personnel who participate in even minimal risk research activities do so entirely voluntarily.

Geisinger employees must be treated similarly to non-employee research participants, and the following conditions must be met:

- The employee provides the same informed consent as any other study participant
- The employee's participation is totally voluntary and not part of their employment (job) duties;
- The employee's participation is on their own time;
- The employee does not perform any service while participating in the research study that would be performed in the course of their regular employment duties; and
- The employee is being paid the same as all other participants of the study, with no added benefits for participating.

In general, projects involving any type of intervention (e.g. the ingestion or injection of a substance or undergoing a procedure solely for the study or study preparation) should be considered research, and participants (whether employees or not) need to provide informed consent. The PI is urged to contact IRB Office staff at 570-271-8663 for guidance in questionable cases and appropriateness of having employees participate.