

Privacy policy for the study "Neurodivergence, technology and everyday work"

Dear participants,

Thank you for your willingness to participate in the study "Neurodivergence, technology and everyday work" of the Institute of Anthropomatics and Robotics (IAR) - Research Group Human-Machine Interaction and Accessibility of the Karlsruhe Institute of Technology (KIT).

The subject of the study is as follows:

The study aims to investigate the preferences and needs of neurodivergent workers regarding technology around everyday work. We will discuss which role(s) different technologies play, and how your experiences may be included in future work on assistive technologies and work technologies.

The following information provides you with an overview of the processing of your personal data as part of the above-mentioned study and your rights under data protection law.

1. Personal data

When you participate in the above-mentioned study, we process personal data relating to you. According to Art. 4 No. 1 of the EU General Data Protection Regulation (GDPR), personal data is any information relating to an identified or identifiable natural person.

In the context of the study "Neurodivergence, technology and everyday work", this includes your:

- Age and gender
- Place of residence
- Contact details
- Your everyday work, and the interplay with your neurodivergence and different roles within your work. This includes, but is not limited to symptom and their intensity and frequency as well as your coping strategies.
- Digital technologies you use, including but not limited to workplace technologies, platforms, tools.

2. Responsible body

Responsible for data processing within the meaning of the GDPR and other data protection regulations is:

Karlsruhe Institute of Technology (KIT)
Kaiserstraße 12
76131 Karlsruhe
Germany
Tel.: +49 721 608-0
Fax: +49 721 608-44290
E-Mail: info@kit.edu

The Karlsruhe Institute of Technology is a public body. It is represented by Prof. Dr. Oliver Kraft, as the acting president of KIT.

The KIT data protection officer is:

Name: Ass. jur. Marina Bitmann
Postal address: Kaiserstr. 12
Building 10.11, Room 233
76131 Karlsruhe
Germany
Postal address: Postfach 6980
76049 Karlsruhe
Germany
Tel.: 0721/608-41057
Fax: 0721/608-41059
E-Mail: dsb@kit.edu

3. Purpose of data processing

KIT processes your personal data solely for specified, explicit and legitimate purposes. The purpose of the data processing in question is to conduct the study "Neurodivergence, technology and everyday work".

4. Legal basis for data processing

The legal basis for the processing of your personal data is your consent in accordance with Art. 6 para. 1 subpara. 1 lit. a GDPR.

The granting of consent is voluntary. Consent can be withdrawn at any time with effect for the future. Effect for the future means that the withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.

There are no disadvantages if consent is refused or withdrawn.

5. Description of data processing

After consenting to the study, we will conduct a semi-structured interview. Topics discussed will include questions regarding barriers in the context of neurodivergence and work. We will also collect socio-demographic data, such as your age, gender, place of residence, and information on your everyday work and its connection to your neurodivergence. If the interview takes place online, we will use a KIT-hosted instance of the videoconferencing software BigBlueButton. The interview will be recorded, and transcribed.

After transcription, the original recordings will be deleted and the contents of the transcripts will be pseudonymized. To this end, last names will be removed, and remaining personal data (e.g., first names) will be replaced by a pseudonym. For example, “Adil” (real name) would in the data and publications be replaced with “Rashad” (pseudonym), or “Ankea” (real name) would be replaced with “Mariola” (pseudonym). The transcripts will be encrypted and digitally stored on secure servers of KIT. Only the KIT employees involved in the study have access to the data at all times.

We will create a table to allow us to connect a pseudonym to a specific person (name, first name). This mapping table is necessary to comply with deletion requests. The table, consent forms and study data will be stored separately from each other. Only the head of study will have access to the mapping table.

If the researchers take any notes during the interviews, these will be dealt with the same way as the recordings.

In case we create any artifacts during the interviews, e.g., sketches, these will be stored at the offices of the Institute of Anthropomatics and Robotics (IAR) – Researchgroup Human-Computer Interaction and Accessibility for further analysis. They will be considered strictly confidential.

The research data will be stored for a period of ten years.

The study results are published only in aggregated form. As the data is also analyzed qualitatively (thematic analysis), individual quotations may also be published. These quotations will be selected and redacted before publication to ensure you will not be identifiable.

Participation in the study is voluntary. You will not suffer any disadvantage if you decide not to take part in the study. Even if you have given your consent, you can withdraw your participation at any time with or without giving reasons. If you wish, the data collected will be deleted in full or in part. This is only possible until the data has been anonymized. After that, it is no longer possible to assign the data to individuals.

6. Transfer of information

Your personal data will not be transferred to third parties.

If, in exceptional cases, it should be necessary for external service providers to process personal data on our behalf, they will be carefully selected by us and contractually obligated. The service providers in question work exclusively in accordance with our instructions. We ensure this through strict contractual regulations, technical and organizational measures and additional controls.

Personal data is not transferred to third countries outside the EU or the EEA or to an international organization. Automated decision-making, including profiling, does not take place.

7. Storage duration

The mapping table including the contact details and the consent forms will be destroyed right after conclusion of the study. The research data will be stored for a period of ten years.

8. Your rights

You have the following rights in relation to personal data concerning you:

- Right to confirmation as to whether data concerning you is being processed and to information about the processed data, to further information about the data processing and to copies of the data (Art. 15 GDPR),
- Right to rectification or completion of incorrect or incomplete data (Art. 16 GDPR),
- Right to immediate deletion of the data concerning you (Art. 17 GDPR),
- Right to restriction of processing (Art. 18 GDPR),
- Right to receive the data concerning you and provided by you and to transmit this data to other controllers (Art. 20 GDPR).

You also have the right to complain to the supervisory authority about the processing of your personal data by the Karlsruhe Institute of Technology (KIT) (Art. 77 GDPR). The supervisory authority for KIT within the meaning of Article 51 (1) GDPR pursuant to Section 25 (1) LDSG is:

The State Commissioner for Data Protection and Freedom of Information of Baden-Württemberg

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70173 Stuttgart
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