



SAINT MARY'S
UNIVERSITY SINCE 1802

One University. One World. Yours.

FACULTY
OF SCIENCE

PSYCHOLOGY



**Cape
Breton
University**

MountAllison
UNIVERSITY

RON JOYCE CENTRE
for Business Studies

DEPARTMENT OF COMMERCE



TELFER

Organizational Response to Disease Outbreak: Study 3 (Market Research Sample)

SMU REB # 20-094
Saint Mary's University

CBU REB # 1920-107
Cape Breton University

MountA REB # 102828
Mount Allison University

U of O REB # S-03-20-5764
University of Ottawa

E. Kevin Kelloway, PhD.

Psychology Department, Saint Mary's University, 923 Robie St, Halifax NS B3H 3C3

Phone: (902) 491-6355; Fax: (902) 496-8287; Email: kevin.kelloway@smu.ca

Thank you for participating in our research. This study will examine organizations' reactions and responses to the Covid-19 pandemic. The goal of the proposed research is to identify organizational "best practices" in response to a threatened disease outbreak.

Specifically, to examine the effect of organizational policies, practices and communication on employees' perceptions, attitudes, and behaviours.

Please remember that any data pertaining to you as an individual participant will be kept confidential by the researchers (i.e., we will not share your responses with those outside of this research group). Once all the data are collected and analyzed for this project, we will share our research findings with relevant academic and industry outlets through presentations and publications.

If you have any questions or concerns about the study please feel free to contact any member of the research team by their emails. The anticipated completion date of this project is March 31, 2022. If you are interested in the results of the study after the anticipated completion date, please check our website: <https://www.ohpdata.com>.

In the event of any adverse experience resulting from participating in the present research, please contact Dr. Kelloway. If at any point during the survey you felt uncomfortable or in the case of any distress or discomfort, and you wish to speak with someone, you can contact your company Employee Assistance Plan, a counselor, or a clergy member. For information on Covid-19, please visit

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/events-as-they-happen> or <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>.

Please note that if you are experiencing any possible Covid-19 symptoms (i.e., cough or fever), please self-isolate and/or call 811 or contact public health in your area (especially if you have traveled to another country in the past 14 days or have been in contact with someone who has).

As with all Saint Mary's University projects involving human participants, this project was reviewed by the Saint Mary's University Research Ethics Board. Should you have any comments or concerns about ethical matters or would like to discuss your rights as a research participant, please contact the Chair of the Research Ethics Board, at 902-420-5728 or ethics@smu.ca.

If you have any questions that have not been answered satisfactorily by the researcher or supervisors named above, please contact: Dr. Dana Mount at (902) 563-1338, email: ethics@cbu.ca; Co-chair of the Research Ethics Board at CBU, Dr. Erna MacLeod (902) 563-1124, email: erna_macleod@cbu.ca; Co-chair of the Research Ethics Board at CBU, Dr. Sandra Jack-Malik, at (902) 563-1339, email: sandra_jackmalik@cbu.ca; REB Administrator, Nicole MacDougall at (902) 563-1107, email: ethics@cbu.ca.

This research has been reviewed and approved by the Mount Allison University Research Ethics Board. If you have any questions or concerns about this study that have not been answered satisfactorily by the researchers named above, please contact Dr. Lisa Dawn Hamilton, Chair of the Mount Allison University Research Ethics Board, by phone (506-364-2618) or by e-mail at reb@mta.ca.

If you have any questions with regards to the ethical conduct of this study, you may contact the Protocol Officer for Ethics in Research, University of Ottawa, Tabaret Hall, 550 Cumberland Street, Room 154, Ottawa ON K1N 6N5, tel.: 613-562-5387 or ethics@uottawa.ca.

Researchers:

Dr. E. Kevin Kelloway, email: Kevin.Kelloway@smu.ca; (902) 491-8616
Tabatha Thibault, MSc., PhD Candidate, Tabatha.Thibault@smu.ca Vanessa
Myers, MSc., PhD Student, Vanessa.Myers@smu.ca
Rachael Jones-Chick, MSc., PhD Student, Rachael.Jones-Chick@smu.ca
Department of Psychology, Saint Mary's University

Stephanie Gilbert, PhD., stephanie_gilbert@chu.ca; (902) 563-1926
Department of Organizational Management, Cape Breton University

Jane Mullen, PhD., jmullen@mta.ca; (506) 364-2573
Commerce Department, Mount Allison University

Jennifer Dimoff, PhD., Dimoff@telfer.uottawa.ca Telfer
School of Management, University of Ottawa