

Informed Consent Form (ICF)

This document, called the Informed Consent Form (ICF), aims to ensure your rights as a participant and will be made available electronically.

Please read carefully and calmly, seeking to fully understand the research proposal. There will be no kind of penalty or detriment if you choose not to participate or if you decide to withdraw your consent at any time.

To participate in this research, **you must be over 18 years old and work in the field of software development**. Your participation will consist of answering a questionnaire about aspects of your academic/professional life that are part of everyday life and the challenges encountered for inclusion and diversity in software development communities. The questionnaire will be completed online and will take about **15 minutes**. We guarantee the confidentiality and privacy of all the information you provide during your participation in the research.

INFORMATION ABOUT THIS RESEARCH:

Objectives: The purpose of this research is to explore the dynamics of inclusion and diversity within software development communities, aiming to understand the challenges faced by contributors from several backgrounds.

Importance of the study: The project seeks to identify specific challenges related to the diversity of identities, including, but not limited to, ethnic-racial, gender, age, religious aspects, among others, promoting concrete actions to support a more humane and less unequal environment.

Procedures and methodologies: This study is directed at any profile of developer. Your participation in the study will consist of answering an online questionnaire. The confidentiality and anonymity of participants will be rigorously maintained, encouraging frank and honest responses to provide valuable insights into the theme in question.

Data Handling: Throughout the process, respect for privacy and ethical standards will be ensured, as advocated by the General Data Protection Law (Law No. 13.709/2018), guaranteeing that participants' information is treated confidentially. Initially, data collected through the unidentified online questionnaire will be anonymized, removing any information that could directly identify participants, following the guidelines of the mentioned legislation. The data will then be organized and coded to facilitate analysis. The results will be presented in an aggregated and individually non-identifiable form, thus preserving the privacy of the participants in accordance with applicable legal provisions.

Contact with Researchers: Whenever you wish, you may contact the researchers for information about this research project, your participation, or other related matters. The

responsible researchers are: [Omitted on this version due to double-blind review requirements of the SBES 2025 Research Track]

GUARANTEES TO PARTICIPANTS:

Right to Refuse Participation: At any time, you can refuse to participate and withdraw from the research, without embarrassment, penalties, or any loss. The information and materials obtained in this research will not be used for purposes other than those within the context of this study.

Confidentiality and Privacy: We guarantee the total confidentiality and anonymity of your responses. All sensitive information, such as company names or names of other individuals, will be completely anonymized.

Researcher Responsibility: We ensure to provide this document to the research participant and to use the data obtained exclusively for the purposes described in this document or as consented to by the participant.