

## Survey 1

ID	Question	Required?	Multiple selection possible?	Possible Values
<b>[Group 1]</b>	<b>Personal information</b>	-	-	-
S1Q1	What is your name?	Yes	-	(open-ended question)
S1Q2	What is your e-mail?	Yes	-	(open-ended question)
S1Q3	What is your phone number?	Yes	-	(open-ended question)
S1Q4	What is your LinkedIn Profile?	No	-	(open-ended question)
<b>[Group 2]</b>	<b>Demographic data</b>	-	-	-
S1Q5	What is your sexual orientation?	No	No	Heterosexual; Bisexual; Asexual; Homosexual; Pansexual; Other; I prefer not to answer
S1Q6	What is your race/ethnicity?	Yes	No	White; Brown; Black; Asian; Indigenous; Other; I prefer not to answer
S1Q7	What is your gender?	Yes	No	Cisgender Man; Cisgender Woman; Non-Binary; Transgender Man; Transgender Woman; I prefer not to answer; Other
<b>[Group 3]</b>	<b>Relationship with the company</b>	-	-	-
S1Q8	Have you worked at AnonymousTech before?	Yes	No	Yes; No
S1Q9	Do you know anyone that works at AnonymousTech now?	Yes	No	Yes; No
S1Q10	Please cite the name(s) of the employee(s) you know.	No	-	(open-ended question)
<b>[Group 4]</b>	<b>Experience and knowledge</b>	-	-	-
S1Q11	What areas of tech expertise do you have?	Yes	Yes	Fullstack development; Back-end Java; Back-end Kotlin; Back-end Python; Back-end Node.js; Back-end development Golang; Back-end development Golang; Back-end development .NETCORE; Front-end React; Mobile development Flutter; Front-end development Angular; Mobile development Android; Mobile development iOS; Quality Assurance (QA); Cloud Computing; Data; Devops/SRE; Artificial Intelligence / Machine Learning; Technical leadership; Information Security; Product; Other
S1Q12	What is your experience level in Java, Kotlin, and full-stack development?	Yes	No	Beginner; Mid-Level; Senior; Specialist
S1Q13	How long have you been working in your profession?	No	-	(open-ended question)
<b>[Group 5]</b>	<b>Disability</b>	-	-	-
S1Q14	Do you self-identify as a PWD?	Yes	No	Yes; No; I'm not sure; I prefer not to answer

S1Q15	What type of disability do you have?	Yes	Yes	Physical; Neurodivergent; Visual; Hearing; Other; Multiple; I prefer not to answer; I do not identify as a person with a disability.
S1Q16	Do you have a document proving that you are a person with a disability (PWD)?	Yes	No	Yes; No
S1Q17	Do you have a rehabilitation document from the National Institute of Social Security (INSS)?	Yes	No	Yes; No; I prefer not to answer
<b>[Group 6]</b>	<b>Accessibility</b>	-	-	-
S1Q18	Do you need any accessibility support?	No	No	Yes; No
S1Q19	Please specify the kind of accessibility support.	No	-	(open-ended question)
S1Q20	Do you use any assistive technology to interact with digital environments?	No	No	Yes; No
S1Q21	Please specify the assistive technology you use.	No	-	(open-ended question)
<b>[Group 7]</b>	<b>Other</b>	-	-	-
S1Q22	Do you agree to join our talent pool?	Yes	No	Yes; No
S1Q23	Do you agree to provide your personal data for this process?	Yes	No	Yes; No