



Cardiff Business School

Ysgol Busnes Caerdydd

SUBMISSION: 12/03/22

Dear Tommaso Reggiani,

**Research project title:** Ukrainian refugees and labour market discrimination

**SREC reference:** 704 (Online Application)

### **Ethical Opinion**

The Committee gave a favourable ethical opinion of the above application on the basis described in the application form, protocol and supporting documentation.

### **Additional approvals**

This letter provides an ethical opinion only. You must not start your research project until all appropriate approvals are in place.

### **Amendments**

Any substantial amendments to documents previously reviewed by the Committee must be submitted to the Committee via [CARBS-ResearchEthics@cardiff.ac.uk](mailto:CARBS-ResearchEthics@cardiff.ac.uk) for consideration and cannot be implemented until the Committee has confirmed it is satisfied with the proposed amendments.

You are permitted to implement non-substantial amendments to the documents previously reviewed by the Committee but you must provide a copy of any updated documents to the Committee via [CARBS-ResearchEthics@cardiff.ac.uk](mailto:CARBS-ResearchEthics@cardiff.ac.uk) for its records.

### **Monitoring requirements**

The Committee must be informed of any unexpected ethical issues or unexpected adverse events that arise during the research project. The Committee must be informed when your research project has ended. This notification should be made to the Research Office within three months of research project completion.

### **Documents reviewed by Committee**

The documents reviewed by the Committee were:

Application Form

Ukrainian refugees and labour market discrimination Integrity

Training Certificate

Version 2: 07/04/22

**Complaints/Appeals**

If you are dissatisfied with the decision made by the Committee, please contact Dr Carmela Bosangit (BosangitC@cardiff.ac.uk) in the first instance to discuss your complaint. If this discussion does not resolve the issue, you are entitled to refer the matter to the Head of School for further consideration. The Head of School may refer the matter to the University Research Integrity and Ethics Committee (URIEC), where this is appropriate. Please be advised that URIEC will not normally interfere with a decision of the Committee and is concerned only with the general principles of natural justice, reasonableness and fairness of the decision.

Please use the Committee reference number on all future correspondence.

**The Committee reminds you that it is your responsibility to conduct your research project to the highest ethical standards and to keep all ethical issues arising from your research project under regular review.**

**You are expected to comply with Cardiff University's policies, procedures and guidance at all times, including, but not limited to, its Policy on the Ethical Conduct of Research involving Human Participants, Human Material or Human Data and our Research Integrity and Governance Code of Practice.**

Yours sincerely,

Dr Carmela Bosangit  
Chair of School Research Committee