

## Introduction

### Disability Statistics:

- 3.8 million adults reported limitations in daily activities due to a disability
- 2.3 million adults represent the working-age of 15–64<sup>1</sup>
- Due to stigmatization and biases, persons with disabilities are dissuaded from employment opportunities<sup>2</sup>

### The Norm to Be Kind:

- The tendency to be less unpleasant and treat those seen as less fortunate with kindness and compassion<sup>3</sup>
- Literature findings are inconsistent<sup>4,5,6</sup>

## Research Question

All employees need useful feedback in order to succeed in their work. Do biases affect the feedback that is given to employees with disabilities?

## Hypothesis

**H1:** Individuals with disabilities will receive lower ratings of job performance and competence compared to able-bodied individuals when performance is low in both groups.

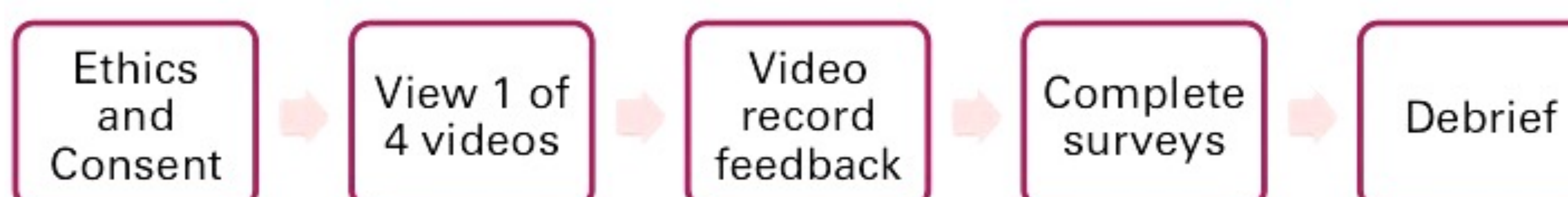
**H2:** The content of verbal feedback that is received by individuals with disabilities will be more positive than able-bodied individuals when performance is low in both groups.

## Methods

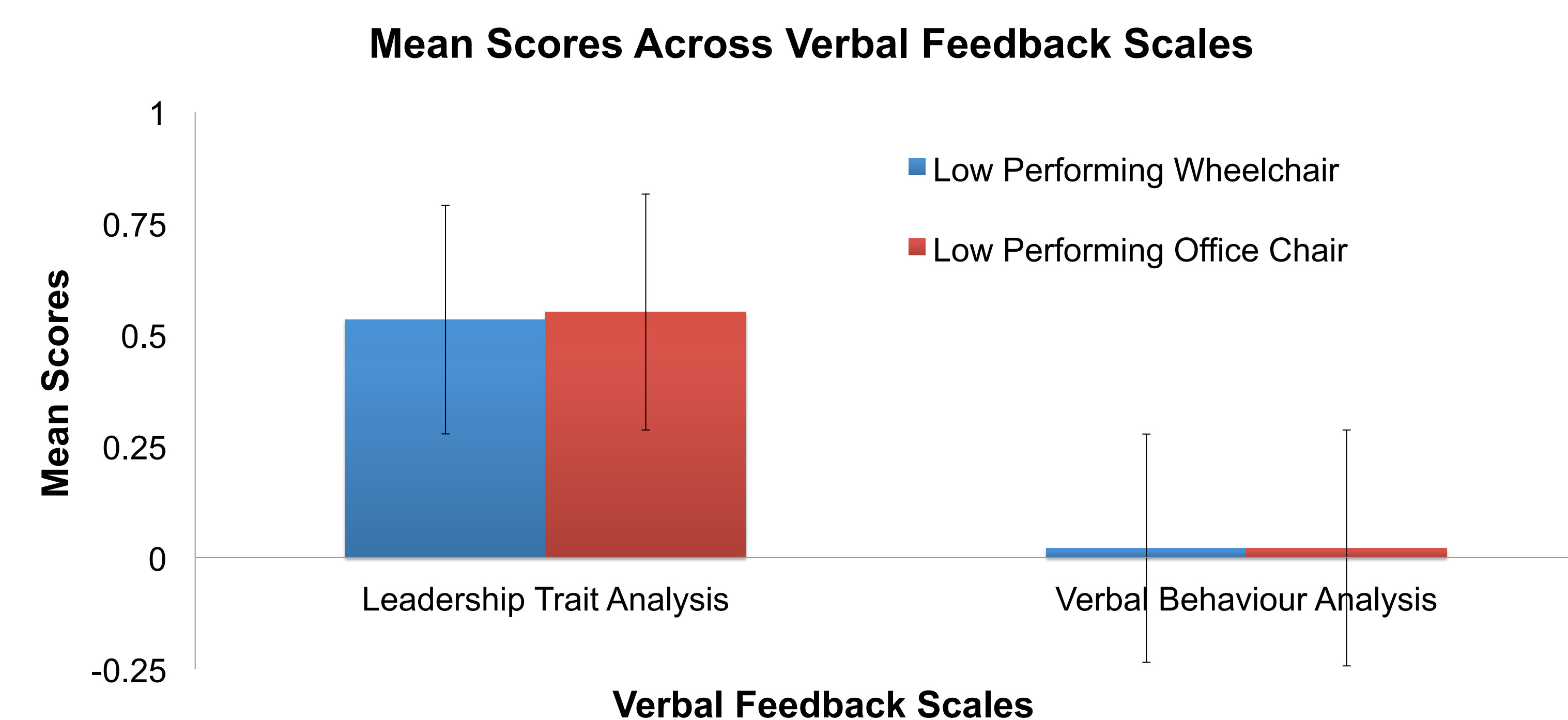
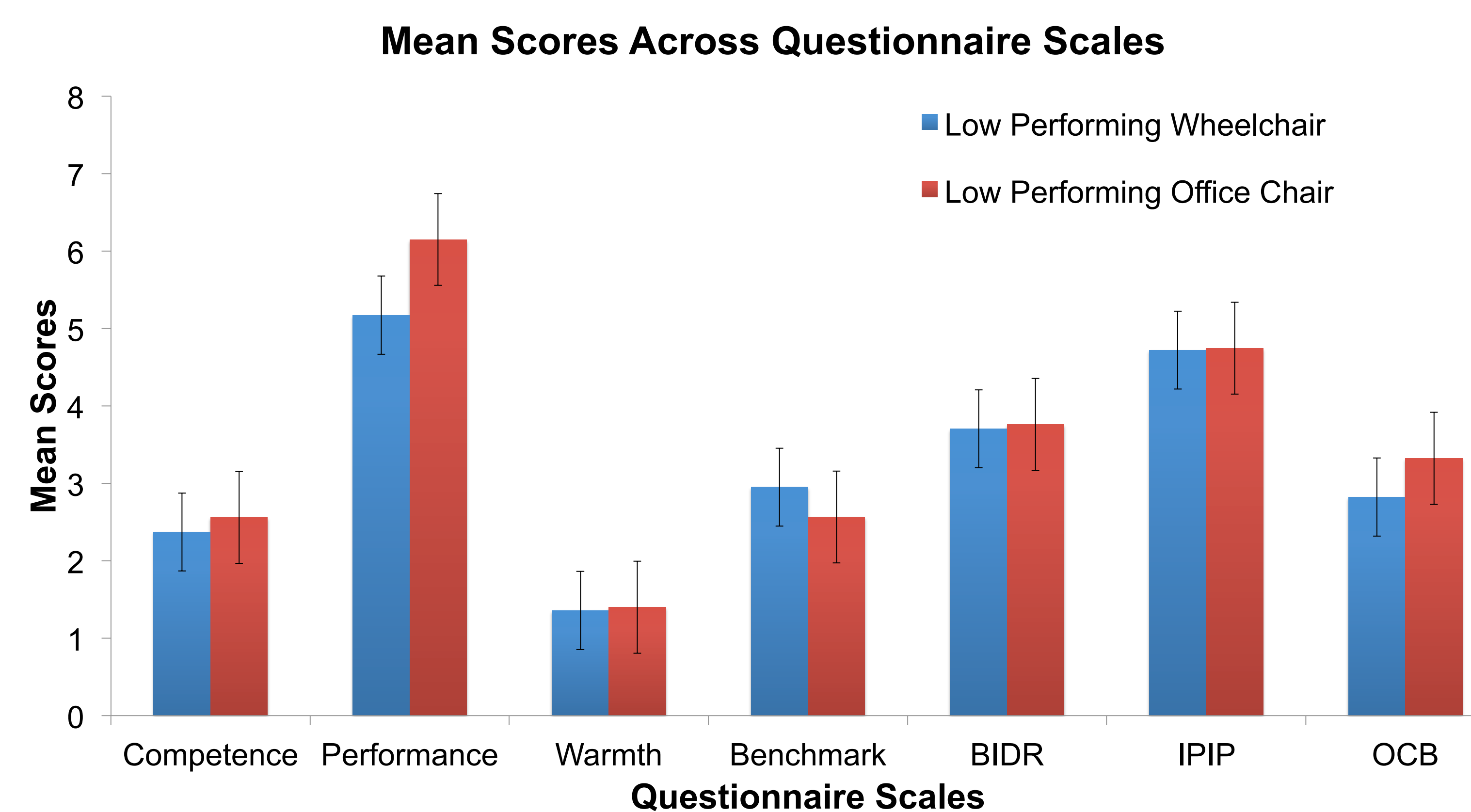
### Experimental Setup:

	Wheelchair	Office Chair
High Performing	High Performing Wheelchair n=5	High Performing Office Chair n=11
Low Performing	Low Performing Wheelchair n=7	Low Performing Office Chair n=10

### Procedure:



## Results



## Discussion and Limitations

### Discussion:

- No significance found between differences in Competence, Performance across disability condition
- No significance found between differences in content of verbal feedback across disability condition

### Limitations:

- Not enough power to interpret results
- Artificial setting
- Privacy concerns with video recording

## Future Directions

- Using a different coding dictionary to conduct content analysis
- Using managers as participants instead of students
- Making the experiment completely electronic and accessible from personal computers

## References and Acknowledgements

1. Turcotte (2014)
  2. Ali, Schur, & Blanck (2010)
  3. Colella and Bruyere (2011)
  4. Hastorf, Northcraft, & Picciotto (1979)
  5. Colella, DeNisi & Varma (1998)
  6. Kulkarni & Lengnick-Hall (2003)
- Acknowledgement:** SSHRC for funding this project