**The good and bad of informal accommodations: How informal accommodations shape third parties’ undermining of persons with disabilities in the workplace.**

**Abstract**

Our research, which integrates the attributional-counterfactual theory of need (ACT) with uncertainty management theory (UMT), uncovers a previously underexplored factor in the equitable treatment of PWD - the workplace-coworker reactions to informal accommodation decisions. We argue that these reactions, driven by perceived fairness, can lead to negative outcomes when accommodations are perceived as unjust. In a multi-level, policy-capturing experiment, we found that one’s disability status decreased coworkers' social undermining intentions through higher judgments of allocation fairness. We also discovered an interactive effect between disability status and performance level on fairness judgments and a moderating effect of the coworker’s future orientation on the relationship between an individual’s disability status and fairness judgments. These findings not only shed light on the intricate dynamics of workplace accommodations but also enhance organizations' understanding of the challenges and opportunities of accommodating PWD and fostering equitable and inclusive work environments, with a particular focus on the role of coworkers in the accommodation equation.

*Keywords:* disability, attribution theory, justice, policy capturing, social undermining

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