

Fairness Checklist for Decision-Makers

I - Prior to Decision Being Made

The following principles of 'procedural fairness' include fundamental and common sense concepts that apply to processes leading up to and involving decision-making that has the potential of adversely affecting an individual:

<u>Fairness Standards</u> The individual affected is aware of:	When Advised?	By Whom?	How?
the fact that a decision will be made			
the protocol being followed e.g. policy or procedure			
what supports and / or resources are available			
why a decision is necessary			
how the decision will affect him/her			
the information that will be considered and any specific criteria to be used in making the decision			
the current rules that will be used in arriving at a decision			
Has the individual who is affected by the decision been provided with:	How was the opportunity provided, e.g. meeting, written submission?	Who provided the opportunity?	When was the opportunity provided?
the opportunity to present his/her point of view on the matter			
the opportunity to respond to the information presented by others which will be considered by the decision-maker			

II - While the Decision is Being Made

Question	Yes	If "no", why?
Has adequate & proper review of all relevant information been conducted i.e. have all important facts been obtained, documented and considered before the decision is made?		
Has the decision been reached impartially, with respect for relevant facts, and without bias?		
Has accommodation been made for new and/or changed circumstances during a period of delay or while the decision is being made?		
Has care been taken to require and use only that information which is relevant to the decision?		
Has the decision been made in a manner which is consistent with previous decisions on similar matters, by relying on existing policies, guidelines, procedures and rules?		
If discretion is exercised, can any inconsistency with previous decisions on similar matters be justified and explained?		
Was the decision made and relayed in a timely manner?		

III - After the Decision Has Been Made

Question	Yes	If "no", why?
Have adequate reasons been provided to explain how and why the decision was made?		
Has the decision been written in plain language?		
Has the decision been provided to anyone personally affected?		
Has a proper record of the process used been kept and will it be kept on file for a reasonable period of time?		
Have avenues of appeal been shared?		

(Used with the consent of Nora Farrell, Ombudsperson, Ryerson University)