



“What was decided?”

“How were you treated?”




“How was it decided?”

Fairness does not require that we all be treated the same, in fact, inequity can arise if we treat everyone the same all the time. Consideration must be given to the nature of the situation, the impacts on the individual and level at which the decision is being made.

Fairness is not about getting the outcome you want. Fairness means that the process should be consistently applied, you should be heard and treated with respect.

Helping to ensure procedural fairness in decision making across the University is a key priority. This relates to the process taken by the decision maker and the way of deciding or responding to a complaint.

There are four major components:

-  The right to an impartial decision maker
-  The opportunity to be heard
-  The right to a decision and the rationale for that decision



Advance notice of consideration of a decision must be given to student

Student must have access to the information that is being considered

Student must be given a meaningful opportunity to have their opinion heard and considered

The decision maker must be impartial and unbiased

The decision maker must give meaningful reasons for the decision or the outcome