# FAIR PROCESS

**Engagement • Explanation • Expectation Clarity**

In restorative practice, **Fair Process** is an approach to decision-making that treats people with respect by involving those affected, explaining decisions, and clarifying what happens next. The International Institute for Restorative Practices (IIRP) teaches these **three principles** as essential to working *with* people.

### THE CORE IDEA

People may not agree with the outcome, but they deserve a meaningful voice, an honest explanation, and clear expectations.

## IIRP: THE THREE PRINCIPLES OF FAIR PROCESS

### 1 ENGAGEMENT

Before deciding, invite input from those affected. Listen to their perspectives and seriously consider what they share.

### 2 EXPLANATION

Communicate the reasons for the decision, including the thinking and considerations behind the outcome.

### 3 EXPECTATION CLARITY

Be specific about what the decision means, what is expected, and how responsibilities or accountability will work.

## WHY CARES RELIES ON FAIR PROCESS

CARES uses Fair Process in leadership development, organizational consulting, and culture-change work because **Consideration must be visible in how authority is exercised**. Inviting voice, explaining decisions, and setting transparent expectations can build relational trust while preserving clear responsibility and accountability.

**Keep in mind:** Fair Process does not require consensus or guarantee everyone gets the outcome they prefer. It means decisions are made **with** people in mind and with respect for their participation.

**Source:** IIRP Graduate School, From Restorative Justice to Restorative Practices. Fair Process principles originated with W. Chan Kim and Renée Mauborgne.