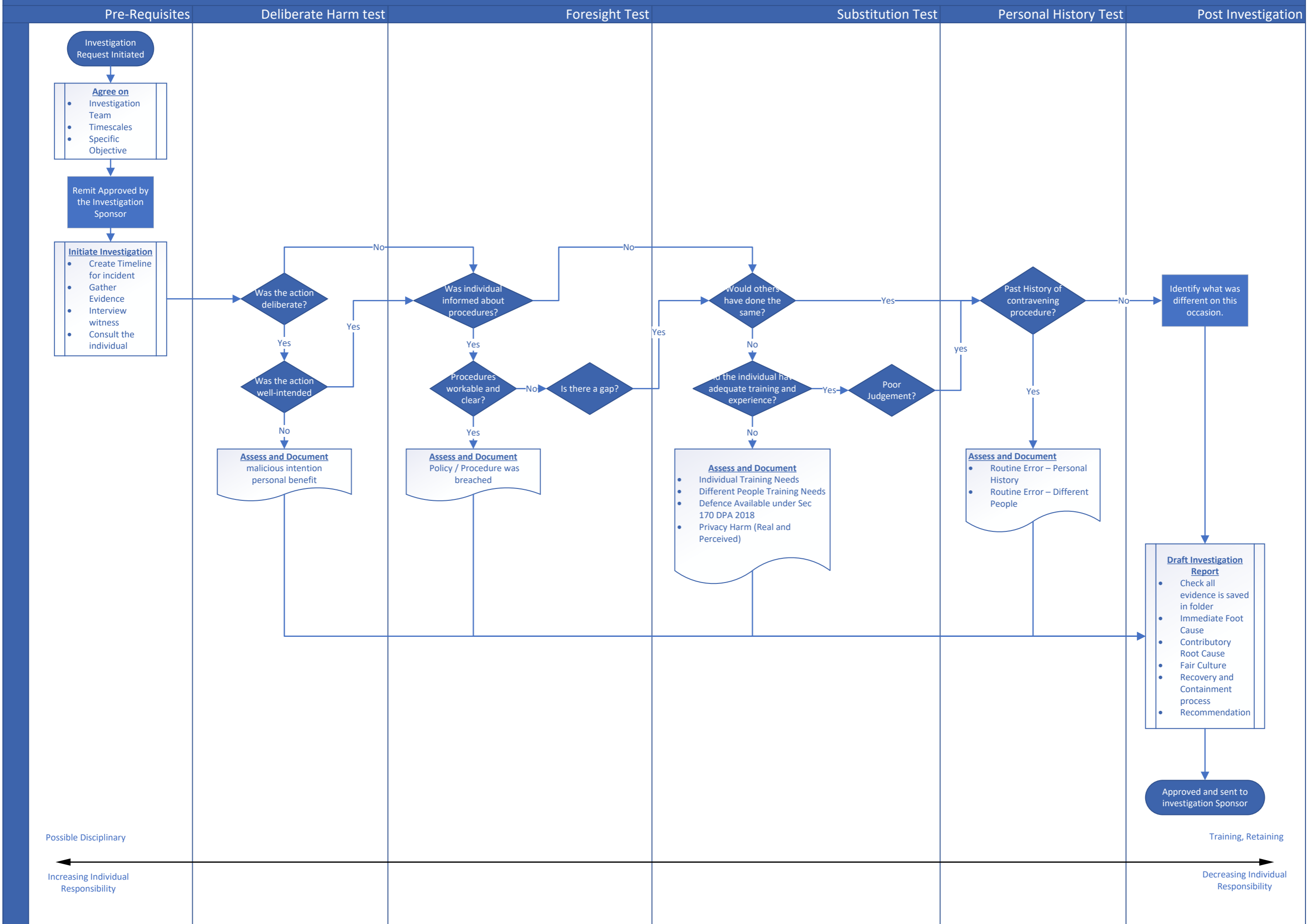


Fair Investigation Process



Title					
	Pre-Requisites	Deliberate Harm test	Foresight Test	Substitution Test	Personal History Test
	<p>Investigation Request Initiated</p> <p>Agree on who will investigate</p> <p>Remit Approved by the Investigation Sponsor</p> <p>Initiate Investigation Gather Evidence Interview witness Consult the individual</p>	<p>Was the action deliberate?</p> <p>Yes</p> <p>Was the action well-intended?</p> <p>No</p> <p>Assess the intention malicious intention personal benefit</p>			
Deliberate Harm Test		<p>Did the individual forget to take action?</p>			
Foresight Test					