

THE IREP COMMITMENT

Five non-negotiables. Post this where hiring decisions are made.

1 Evaluate the person, not the category.

No name, no photo, no credentials used as filters. Trajectory over snapshot.

2 Give time its due.

Assessments are untimed within a bounded window. Speed is not the test unless speed is the job.

3 Write it down.

Every decision has a rationale. Evaluators are accountable; secrecy is not protection.

4 Two eyes, two minds.

At minimum two independent evaluators. Disagreements are logged, not smoothed.

5 Audit yourself.

After the decision, you count who got selected, and you ask: compared to whom? Fair process measures against its own claims.

Self-declared, under your own responsibility - like a license. Display it, live it, answer for it.

"We follow the IREP Commitment." - irepprotocol.org