

Fair Competition

Fair [competition](#) refers to a system in which all individuals have equal [access](#) to [opportunities](#), [resources](#), and evaluation criteria, and where [selection](#) or [advancement](#) is based on objective performance or [merit](#), not on [bias](#), [favoritism](#), or structural advantage.

□ Key Elements of Fair Competition:

Transparent criteria for [selection](#), [promotion](#), or [recognition](#)

Equal starting conditions (e.g., access to [mentorship](#), [training](#), [visibility](#))

Absence of [discrimination](#) based on gender, race, age, or background

[Accountability](#) in decision-making processes

□ In Neurosurgery:

Fair competition means that:

A female resident should have the same access to complex cases, speaking opportunities, and academic promotions as her male peers — without needing to conform to gender expectations or fight institutional bias.

In short:

Fair competition is not just about “who wins,” but about ensuring the rules are the same — and applied equally — for everyone.

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