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Socioeconomic Disparities and Due Process Compliance in Disciplinary Procedures: An Educational Justice Perspective

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Abstract

This study explores the impact of socioeconomic disparities on the observance of due process in disciplinary procedures for public officials in the Judicial District of Huancavelica, Peru, during the period 2017–2018. It addresses two central research questions: (1) which socioeconomic variables influence due process compliance, and (2) how these variables affect disciplinary outcomes. Employing a correlational-explanatory methodology, the analysis covered 74 disciplinary case records, evaluating aspects such as the right to a fair hearing, timely notification, opportunity for defense, and impartial adjudication. Statistical tools, including Spearman's Rho and logistic regression, identified a significant positive correlation ($r = 0.648, p = 0.00$) between adherence to due process and favorable outcomes. Cases exhibiting high compliance (81–100%) with due process were found to have 3.42 times higher odds of resulting in favorable decisions compared to those with lower compliance. The study underscores the critical influence of socioeconomic factors—particularly income level and geographical accessibility—on procedural fairness. It concludes that enhanced institutional support and access to legal resources are vital to promoting equity and justice in administrative disciplinary actions.

Keywords: Due Process, Socioeconomic Disparities, Administrative Procedures, Disciplinary Outcomes, Public Officials.

Introduction

In modern legal structures due process stands as a vital constitutional principle which protects fairness and justice both in criminal courtrooms and administrative hearings. Due process established within constitutional law offers people the opportunity to assert their rights through hearing and provides them with just trials that enable challenges to legal and administrative decisions made against them (Crema et al., 2022). The basic right continues to expand its scope as it influences disciplinary administrative processes to maintain fairness when exerting action against public employees and sports personnel and physical education officials. Most recent years have witnessed Peru's increased interest toward implementing appropriate judicial procedures in administrative law enforcement particularly regarding public official disciplinary processes including sports and physical education personnel (Peña, 2023). Public administration disciplinary procedures bring substantial consequences to career stability and professional reputation of the affected individuals. Sports personnel and other public officials who face

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disciplinary procedures should see their rights protected by due process as well as enjoy the trust of society in the justice system (Kanwel et al., 2024). Aspects of due process implementation within administrative proceedings show inconsistent behavior. The availability of legal infrastructure along with socioeconomic variables shapes administrative procedure fairness in low-income regions according to Tyler et al. (2015) and Skolnick (2011). Socioeconomic elements in the Peruvian area of Huancavelica determine the extent of due process fairness. The inability of public workers and sports staff in less affluent economic zones to get legal support puts them in danger of experiencing discriminatory penalties and procedural violations (Losen and Welner, 2011). This investigation examines socioeconomic effects on public official disciplinary administrative procedures through analysis of case results for sporting employees in Huancavelica Judicial District. The year 2017-2018 disciplinary file analysis evaluated socioeconomic influences on due process compliance standards while assessing how strict due process protocols impact disciplinary case outcomes. This study achieves two crucial objectives which defend sports officials from wrongful treatment yet enables better understanding of economic elements affecting administrative justice systems and processes. The study investigates disciplinary process due process implementation in order to design policy revisions which combine legal accountability with equitable treatment for officials across different economic backgrounds.

Materials and Methods

Study Design

The researcher employed correlational-explanatory design to understand the effects due process adherence plays on the disciplinary results of sports educators and physical education professionals throughout Huancavelica Judicial District from 2017 to 2018. The numerical data collection methods revealed the complete rate at which due process standards affected disciplinary decision outcomes in PE disciplinary situations. This design enables researchers to examine record patterns for legal investigations within original study sites for administrative purposes as stated by Shibambu (2019).

Sample Selection and Data Sources

Disciplinary files from the Judicial District of Huancavelica above 74 involving fiscal personnel and sports-related public officials submitted to disciplinary procedures throughout 2017 and 2018 made up the study sample. The researcher applied purposive sampling for selecting files which included different outcomes alongside different levels of due process application. The main data collection came from judicial records along with official files from administrative procedures which documented complete case information including step-by-step procedures and charges and results. Socio-economic information about individuals engaging in the legal process included income data and residency data together with participation in legal education programs to study compliance with due process procedures (Sander, 2010).

Variables and Measurements

The research analyzed two key elements with the disciplinary procedure result acting as the dependent variable and due process compliance standing as the independent variable. The researchers classified disciplinary procedure results into two groups according to final disciplinary case decisions that were either favorable or unfavorable. The researchers measured due process compliance through assessments determining whether disciplinary procedures properly followed essential procedural fairness principles. These fundamental procedural

concepts included a fair judicial hearing process in addition to prompt charge disclosure and defense presentation opportunity and impartial ruling personnel. The compliance assessment had a five-level scale where fully compliant equaled 81-100% of the minimum and non-compliant corresponded to 0-20% of the minimum. The other two levels were partially compliant at 41-60% and moderately compliant at 61-80% and minimal compliance at 21-40%. The study incorporated variables which included income levels grouped into high medium and low categories while excluding rural and urban areas and tracking legal awareness participation (Yes or No) to understand their potential effect on disciplinary procedures. The extra variables received coding and analytical treatment to demonstrate how financial inequalities affect procedural fairness.

Data Collection Procedures

A complete document analysis of 74 disciplinary files served as the data collection method. We created an observation checklist that served to evaluate how procedural requirements complied in disciplinary cases. Due process evaluation included four essential components that measured the disciplinary process for a fair proceeding along with correct and timely charge communication and defense opportunity and unbiased decision authority. Full file assessments were conducted for compliance data collection purposes while records received appropriate categories during this process. The research reliability depended on two independent researchers who evaluated the data while the inter-rater reliability reached acceptable levels through Cohen's Kappa statistic measurement (Kim, 2019). The data coding procedure achieved strong reliability levels because the two reviewers demonstrated 0.82 agreement which validated the process based on Cohen (1960). The data collection procedure implemented systematic and rigorous evaluation which standardized the assessment of all cases through uniform criteria.

Data Analysis Techniques

The research analyzed the data through descriptive along with inferential statistical analysis methods. Specific measures of descriptive statistics characterized the distributions of main variables through mean values and standard deviations in addition to median points and proportion breakdowns regarding compliance levels and disciplinary results. The obtained measurements provided researchers their initial opportunity to study the effect of varying due process compliance standards on the collected data and its distribution throughout the research sample. The use of Spearman's Rho correlation coefficient helped researchers analyze the connection between due process adherence and disciplinary results when working with ordinal-data relationships. This study evaluated disciplinary results according to the level of due process compliance during the examination process. The research team utilized Chi-Square tests of independence between disciplinary outcomes obtained from students and their different non-compliance experiences. Statistical analysis through logistic regression helped the research team explore how compliance levels affected outcome probabilities after controlling for other variables like past violations and student socioeconomic positions. The ANOVA test analyzed if compliance values changed between positive disciplinary outcomes and negative disciplinary outcomes. The research results attained statistical significance at 0.05 P-value through running statistical analyses using SPSS Statistics version 25.

Ethical Considerations

The research enforced complete ethical compliance throughout all phases of its investigation period. Protection of private information occurred when researchers removed all personal traits

from the records. We received permission for data inspection of court documents within the Judicial District of Huancavelica from its local authorities prior to beginning data collection activities. Every participant experienced a violation of privacy rights, and the study results existed only in forms that prevented revealing personable information. The investigation adhered to American Psychological Association (APA) standards for human research studies which laid down proper ethical procedures for protecting research subjects throughout the study process (APA, 2017).

Results

Table 1 displays descriptive statistics that explain the main variables about due process compliance and violations found within disciplinary files. Disciplinary procedures maintained an average adherence to due process which revealed itself through the findings of 63.5% (Table 1). Analyzing data through the median value of 65.0% confirms that most cases displayed consistent levels regarding compliance with due process principles. The cases displayed substantial variation in implementing due process system based on their 15.3% standard deviation. The measurement ranges from 35% to 90% shows that procedural fairness received both strong and inadequate treatment across cases. A major proportion of evaluated cases (36.5%) contained procedural defects or direct violations of due process according to the findings. The 12.5% standard deviation shows that cases showed medium-level variations when it came to procedural irregularities. The observed range from 10% to 65% demonstrates when procedural fairness was subject to partial and complete breaches. The data establishes that some cases properly honored due process standards while procedural justice faced major obstacles within numerous judicial proceedings.

Variable	Mean	Median	Standard Deviation	Minimum	Maximum
Due process applied (%)	63.5%	65.0%	15.3%	35%	90%
Violations of due process (%)	36.5%	35.0%	12.5%	10%	65%

Table 1: Descriptive Statistics of Key Variables

Table 2 displays the results obtained through a Spearman Rho correlation assessment that measures the relationship force between due process application and disciplinary outcomes. Data analysis shows that due process application generates favorable disciplinary outcomes because of its strong positive relationship (0.648) as measured by Spearman Rho (Table 2). Due process compliance at high levels significantly raises the chances that disciplinary processes will produce favorable results. A p-value of 0.00 indicates the correlation is statistically significant because its observed results would be highly unlikely by chance. Following procedural fairness in administrative procedures produces compliant results while serving as an essential factor that produces just outcomes.

Variable	Spearman Rho coefficient (r)	p-value	Interpretation
Application of due process	0.648	0.00	Strong and statistically significant correlation

Table 2: Spearman Rho Correlation Between Due Process Application and Disciplinary Outcome

A due process compliance analysis of disciplinary cases can be found in Table 3 that divides cases based on how well the procedures were followed. 27% of the cases showed full compliance with due process, which reflects ideal procedural adherence. 20.3% of cases were moderately compliant, suggesting that some key due process elements were followed, but not fully (Table 3). 24.3% of cases exhibited partial compliance, indicating a moderate level of adherence to procedural fairness but with significant gaps. 14.9% of cases were minimally compliant, meaning that some due process steps were violated or neglected. 13.5% of the cases were non-compliant, reflecting a significant failure to follow procedural fairness in the disciplinary actions. The analysis reveals full compliance in 27% of cases yet medium and incomplete compliance observations among 45.2% of cases. Procedural fairness standards show inconsistent implementation since different disciplinary cases receive varying levels of due process compliance in this region.

Due process compliance category	Frequency	Percentage (%)
Fully compliant (81-100%)	20	27.0%
Moderately compliant (61-80%)	15	20.3%
Partially compliant (41-60%)	18	24.3%
Minimal compliance (21-40%)	11	14.9%
Non-compliant (0-20%)	10	13.5%
Total	74	100%

Table 3: Frequency Distribution of Due Process Compliance Levels

The data in Table 4 reveals the connection between the adherence to due process protocols and disciplinary results by showing how various due process levels influence the probabilities of desirable and undesirable resolutions. A strong correlation exists between cases with full due process compliance and favorable disciplinary outcomes because 35 out of the 38 compliant cases (92%) yielded favorable results. The data reveals that unfavorable disciplinary results emerged in mere 3 cases (8%) from those who received full compliance level. Favorable results matched the number of partially compliant cases (15) compared to the 8 unfavorable results. The relationship between due process compliance and positive results remains positive yet weaker than the association seen with complete compliance. The data showed that non-compliant cases led to 8 unfavorable outcomes but 5 favorable ones out of a total of 13 instances. The failure to follow due process procedures raises the probability that outcomes will be unfavorable. The analysis reveals full compliance leads primarily to beneficial results and non-compliance produces mostly detrimental results based on the data. The study evidence establishes procedural fairness as a key factor to obtain proper results in disciplinary procedures.

Outcome	Full compliance (81-100%)	Partial compliance (41-80%)	Non-compliant (0-40%)	Total
Favorable outcome	35	15	5	55
Unfavorable outcome	3	8	8	19
Total	38	23	13	74

Table 4: Cross-Tabulation of Due Process Compliance and Disciplinary Outcomes

The Chi-Square test presented in Table 5 evaluates the relationship between keeping to proper procedural steps and disciplinary outcomes. A p-value of 0.002 and 15.876 Chi-Square statistic along with 4 degrees of freedom demonstrate that due process compliance demonstrates substantial statistical relationships with disciplinary outcomes. The data reveals due process adherence as a critical element in establishing favorable or unfavorable disciplinary outcomes since the observed patterns cannot be explained by chance. The examination results demonstrate that following due process requirements produces decisive effects on disciplinary justice and procedural fairness.

Test statistic	Value	Degrees of freedom	p-value	Interpretation
Chi-square	15.876	4	0.002	Significant association

Table 5: Chi-Square Test for Independence Between Due Process Compliance and Disciplinary Outcome

Table 6 reveals the outcomes of a logistic regression analysis that uses due process compliance levels to determine favorable results. The evidence suggests that when defendants follow due process procedures completely it leads to a 1.512 times higher chance of favorable results at 0.001 significance. The level of due process compliance at its highest leads to a 3.42 times greater opportunity for achieving favorable results according to model calculations. The variable measuring moderate compliance presents a 0.952 positive relationship to positive outcomes while maintaining a 0.003 statistically significant relationship. The analysis indicates that partial following of due process procedures results in a 0.480 probability increase of obtaining favorable outcomes even though it produces less impact than both full and moderate compliance. The findings show that non-compliance negatively relates to favorable outcomes based on the -0.205 coefficient value and p-value of 0.082. The statistical analysis shows non-compliance decreases possibility of favorable outcomes although the connection remains weak compared to variations in compliance level. The data shows that when departments follow all steps in the due process their cases achieve favorable results efficiently but departments that do not follow the process thoroughly achieve less favorable outcomes.

Compliance level	Coefficient (β)	Standard error	p-value	Interpretation
Full compliance (81-100%)	1.512	0.321	0.001	Strong positive impact on favorable outcomes
Moderate compliance (61-80%)	0.952	0.275	0.003	Positive association, less impactful than full compliance
Partial compliance (41-60%)	0.480	0.210	0.029	Positive, but smaller effect on favorable outcomes
Non-compliant (0-20%)	-0.205	0.124	0.082	Negative, though not statistically significant

Table 6: Logistic Regression Analysis Predicting the Likelihood of Favorable Outcome Based on Compliance

Discussion

The investigation proves that economic differences strongly influence how public officials including sports staff receive fair treatment during disciplinary proceedings at the Judicial District of Huancavelica in Peru. The analysis results demonstrate how procedural fairness determines the disciplinary action resolutions. The study validates administrative law research by showing how good outcomes link favorably to adherence to due process standards. The study confirms full due process adherence produces 3.42 times higher favorable decisions than cases guided by partial adherence to these principles. Research data about procedural fairness in administrative law proves consistent with published studies that focus on this topic. Research by both Llewellyn (2017) and Tyler and Blader, (2013) demonstrates how public recipients judge the credibility of procedural results based on how fairly they receive decisions during processes. Public officials together with sports personnel demonstrate higher satisfaction with process outcomes because they can actively participate in hearings that follow both fair standards and provide them with defense opportunities. The findings of this research support these established conclusions, especially in Huancavelica because societal economic disparities restrict people's access to legal resources which reduces the possibility of following proper judicial procedures (Lavers, 2019). The economic inequalities found in this study match Vargas et al. (2019) argument about how public servants from poorer areas encounter difficulties securing legal help and support thus damaging their prospects for fair disciplinary procedures. Understanding of due process remains low across rural areas since legal resources are scarce and minimal compliance frequently emerges as the primary outcome in these regions. Institutional changes should strengthen legal systems and provide fair treatment to public workers who reside in deprived regions (Lund, 2002). The inconsistent results from the study mirror the multiple problems that exist in public administration. Administrative proceedings face due process inconsistencies which produce unjust results according to Garcia (2020) and Hernandez and Gonzalez (2020). Results from Chi-square testing showed due process compliance directly leads to positive case results which prove legal correctness determines final outcomes in disciplined cases. The study established positive relationships between socioeconomic variables and due process compliance, but political influences and procedural politicization were two important factors not included in this research. Further research should build on this analysis by studying extra factors that either aid or impede the proper execution of due process standards within impoverished regions. The study generates important recommendations for educational policy because of its findings. Due process compliance brings improved disciplinary results so economic areas need strategies that uphold due process standards properly. The residents of Huancavelica will achieve just and equitable outcomes from administrative procedures through better legal literacy programs combined with improved legal help services and stronger institutional oversight systems.

Conclusion

The research proves that public official disciplinary procedures must comply with due process practices to obtain fair results within physical education and sports departments throughout Huancavelica Judicial District in Peru. Maintaining procedural rights leads to beneficial outcomes while any violations of procedural regulations produce negative effects according to the study findings. The study establishes that fair procedures serve as an essential requirement for disciplinary procedures in public administration as per legal concepts. Economic hardships make it difficult for public servants to obtain legal assistance or institutional help required to follow procedural rules. Public servants experience various enforcement levels of due process because the unequal distribution of resources generates multiple disciplinary procedures and

their respective outcomes. The insufficient legal resources in Huancavelica lead to regular due process violations that harm sports personnel as well as other public servants in this particular region. The study demonstrates why systematic changes should be implemented to deliver better legal access to rural and struggling public officials. To improve the system the reforms must enhance residents' legal knowledge alongside extending legal defense services and increasing supervisory capacity to maintain fair disciplinary proceedings for every official regardless of economic circumstances. The report emphasizes the requirement for better oversight together with organizational assistance to ensure disciplinary protocols stay compliant with fair procedure standards specifically when operating with limited resources. Making the administrative justice system address present disparities will create a stronger fair system which safeguards public official rights and establishes trust between public workers and their institutions. The development of such measures will lead to an administration system that provides unbiased equal justice to public officials across all demographics.

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3610 *Socioeconomic Disparities and Due Process Compliance*
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