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The Jack Bauer Way of Justice: Understanding Authorities', Subordinates' and
Neutral Observers' Fairness Judgments

Research on procedural justice has shown that the way that fair treatment enhances satisfaction independently of obtaining fair or personally beneficial outcomes. However, previous studies have shown that authorities, unlike subordinates, are more concerned with obtaining desired outcomes than with fair treatment. The present study extends this research by testing whether this authority-subordinate disparity contributes to police willingness to employ aggressive interrogation tactics that would likely be judged unfair by most other parties (e.g, suspects or observers). This study also asks *why* are authorities so concerned with outcomes, and so unconcerned with treatment? A 3 (role: authority vs. subordinate vs. neutral observer) x 2 procedure (fair vs. unfair), x 2 (police officer confidence: high vs. low), x 2 (interrogation accuracy: high vs. low) was employed to examine these questions. This study replicated the finding that authorities judge coercive treatment as fair and extended that finding to the real-world context of police interrogations. The results also suggest two mediators of authorities' focus on outcomes: authorities saw suspects as less deserving of respectful treatment and they perceived a greater responsibility to protect society from harm. This mediation evidence advances our understanding of the motivational determinants of this authority-subordinate disparity.