CSE422

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Section -02

Gender Bias in Recruitment Tools

Ans to the Ques. No.1

Even when gender was not stated explicitly, the AI recruitment tool disproportionately rejected the resumes of female applicants, which had a direct impact on them (Reuters 2018). This made workplace inequalities worse and deterred women from applying to fields like technology that are dominated by men. Women had fewer employment options for those directly involved, while HR teams originally profited from quicker processing at the expense of equity. Reduced workplace diversity, the maintenance of discriminatory hiring practices, and a decline in confidence in AI-driven hiring are some long-term consequences. AI acquires the conscious and unconscious biases of its human trainers, as Heilweil (2019) shows, therefore these systems cannot be sustained until data and design procedures are rectified. Lentz (2021) emphasizes that unless ethical precautions are incorporated, the "garbage in, garbage out" issue renders it unsustainable.

Ans to the Ques. No.2

The case clearly demonstrates unethical behavior in terms of accountability, openness, and bias. By punishing signs like as women's colleges or "women's chess club captain" on resumes, the system developed against women (Reuters 2018). This indicates a transgression of the norms of equality and fairness.

Additionally, there was a lack of transparency because candidates were unaware of how the algorithm assessed their resumes, making it impossible to contest unfair rejections (Heilweil 2019). Amazon partially recognized accountability when it ended the experiment, but the harm made clear the risks of using unproven and hidden AI in delicate areas. Such systems will continue to generate discriminatory results if biased training data is not addressed, as Lentz (2021) points out, in violation of fundamental ethical norms of equal treatment.

Ans to the Ques. No.3

Given that they disadvantage particular groups, particularly women, such AI systems would probably be subject to legal challenges under anti-discrimination and equal employment laws if they were widely implemented (Heilweil 2019). Here, engineers play a critical role: they must guarantee compliance, fairness, and complete bias testing prior to deployment. Companies who neglect these obligations run the danger of legal action, fines from the government, and harm to their reputation (Reuters 2018). Claims of job discrimination, infractions of equal opportunity laws, or violations of human rights safeguards could all have legal consequences. Lentz (2021) emphasizes that in order to prevent discriminatory results, engineers need to be aware of systemic biases in datasets. Engineers must prioritize openness, equity audits, and ongoing oversight to guarantee compliance, ensuring that AI for hiring complies with labor and anti-discrimination laws.

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