**Responsible AI Detective Report: Two Cases, One Mission**

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**Case 1: The Hiring Bot Bias**

**What’s happening:**  
A company uses an AI tool to filter job applications. On paper, it’s meant to streamline the hiring process. But in reality, it tends to reject more female applicants, especially those with career gaps.

**What’s suspicious?**  
The AI may be trained on historical data that reflects past hiring biases — such as favoring male applicants with continuous employment. This results in unfair treatment of qualified women who took time off, often for caregiving or personal reasons.

**How to fix it:**  
Retrain the model using diverse and balanced data that includes various work histories. Introduce human review for flagged applications and regularly audit the AI’s decisions to ensure fairness.

**Blog-style take:**  
Imagine if your CV got rejected not because of your skills — but because the AI thinks a career break equals “not worthy.” That’s not hiring — that’s history repeating itself. Time to teach the bot new rules.

**Case 2: The Overzealous Proctoring AI**

**What’s happening:**  
A school uses an AI system to detect cheating during online exams. It flags students for "suspicious" eye movements — but students with neurodivergent conditions like ADHD or autism are unfairly targeted.

**What’s suspicious?**  
The AI assumes everyone behaves the same during an exam, which is a big flaw. Neurodivergent students may move, blink, or focus differently, and the system mislabels them as cheaters.

**How to fix it:**  
Redesign the detection system with input from neurodiverse communities. Use multiple signals (not just eye movement) and ensure human moderators review any flagged behavior before taking action.

**Blog-style take:**  
It’s like being told you’re cheating just because you think with your eyes or blink more often. AI should observe fairly, not judge unfairly. Let’s give proctor bots a better education in how people actually behave.