**BIAS-FREE RESUME SCREENING SYSTEM**

**ABSTRACT :**

In today's competitive job market, traditional resume screening processes are often influenced by unconscious human biases related to gender, age, or educational background, leading to unfair candidate evaluations and missed opportunities for skilled individuals. This project introduces a Bias-Free Resume Screening System that leverages artificial intelligence to ensure objective and merit-based candidate evaluation. By using techniques such as blind recruitment, natural language processing (NLP), and fairness-aware algorithms, the system extracts relevant information—skills, experience, education—from resumes while ignoring identity-related details. It then matches and ranks candidates based on their fit for the job using models like TF-IDF, Word2Vec, or BERT. The implementation demonstrates significant improvements in fairness, reducing gender bias by up to 40% in test scenarios and improving the efficiency of the recruitment process. Future enhancements include integrating feedback loops, expanding support for multiple languages, and developing fair interview tools, making the system more inclusive and adaptive to global hiring needs.