

### **Case 1: The Hiring Bot That Plays Favorites**

#### **What's Happening?**

A large tech company has automated part of its hiring process with an AI that screens resumes. It analyzes patterns from past "successful" hires to decide who gets through to the interview stage.

#### **What's Problematic?**

The AI has started rejecting more female applicants who have career gaps—even if they're highly qualified. Why? Because it learned from biased historical data. If most past hires were men with linear career paths, the AI thinks that's the golden standard. It punishes women who took time off for caregiving, reinforcing gender inequality.

#### **How to Fix It**

Build fairness checks into the model! Retrain the AI using a more diverse and inclusive dataset. Introduce explainability tools so HR can see *why* a candidate was rejected. Better yet, let the AI suggest, not decide. Final screening should always include a human reviewer.

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### **Case 2: The Overzealous School Proctoring AI**

#### **What's Happening?**

Schools are using AI-powered remote proctoring tools during online exams. These systems track eye movements, background noise, and facial expressions to detect "suspicious" behavior.

#### **What's Problematic?**

Students with ADHD or autism often have atypical eye movement patterns. These students get flagged more frequently as "cheaters" even when they're doing nothing wrong. The AI lacks context and doesn't account for neurodiversity—raising serious fairness and accessibility concerns.

#### **How to Fix It**

Make the AI more inclusive by training it on a neurodiverse sample set. Offer opt-outs or alternative assessments for students who request accommodations. And most importantly, ensure human review of flagged cases before any disciplinary action is taken.

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#### **Final Thoughts:**

AI can make processes smarter, but without responsibility and oversight, it can also reinforce old biases in shiny new ways. As Responsible AI Inspectors, our job is to make sure these systems work *for everyone* — not just the majority. Stay curious, stay critical, and always inspect before you automate!

## **ResponsibleAI #Fairness #BiasBusting #AIDetective**