

Case 1: Hiring Bot

What's Happening?

A company uses an AI tool to screen job applications. The system looks at resumes and automatically shortlists candidates. But it tends to reject **women who've taken career breaks**, like for parenting.

What's Problematic?

This AI is learning from **biased historical data** — probably from past hiring trends where women with gaps were overlooked. So it's **repeating that bias**, even if the candidate is qualified. This hits on:

- **Fairness:** It discriminates based on gender and life choices.
- **Transparency:** Candidates don't know *why* they were rejected.
- **Accountability:** HR might blame the AI, but someone still needs to own the outcome.

One Improvement Idea

Train the AI on **diverse, de-biased datasets** — and make sure it doesn't use "career gap" as a negative signal. Add a **human review layer** for any rejections to catch unfair patterns.

Blog Title: The Resume Gap Trap — When Bots Ghost Moms

You'd think AI would be fairer than humans — but not when it learns our bad habits. One hiring AI I investigated keeps rejecting women who've taken time off for parenting. It's not that they're unqualified; the bot just doesn't like breaks on a resume. That's bias in a digital suit.

Instead of letting the bot judge alone, companies should clean up the training data and keep a human eye on rejections. Fairness means recognizing that life happens — and good talent doesn't always follow a straight path.

Case 2: School Proctoring AI

Let's follow the same structure:

What's Happening?

A school uses AI-powered proctoring during online exams. It watches students through their webcam and flags anyone who looks away too much or makes unusual eye movements.

What's Problematic?

This system is **flagging neurodivergent students** — like those with ADHD, autism, or anxiety — just because they don't behave like the "average" student. That's a huge issue:

- **Fairness:** It punishes students for behaviors they can't control.
- **Accountability:** Students get flagged, but the system isn't questioned.
- **Privacy:** It watches people closely in their homes — where's the limit?

One Improvement Idea

Redesign the AI to **allow flexible behavior ranges**, or better yet, **offer alternative assessment methods**. Also, **ensure human review** before accusing students of cheating.

Blog Title: Cheating? Or Just Being Human?

Imagine taking a test at home, and your eyes wander for a second — suddenly, a robot calls you a cheater. That's reality for some students using AI proctoring. The worst part? It doesn't understand that some brains just work differently.

Neurodivergent students get flagged not for cheating, but for being themselves. To fix this, we need smarter systems and better policies — ones that see students as individuals, not glitches.