

# Assignment: “AI in the Real World — Judge the Bot”

## Case 1: Hiring Bot

### What’s Happening

A company uses an AI hiring bot to screen job applicants by analyzing resumes and data from past “successful” employees. The bot tends to reject female applicants who have career gaps, such as **time taken for caregiving**.

### What’s Problematic

- ✓ The bot is biased against non-linear career paths, disproportionately affecting women.
- ✓ It lacks transparency, as applicants don’t know why they were rejected.
- ✓ There is no clear accountability for the AI’s biased decisions, leading to unfair hiring outcomes.

### One Improvement Idea

Retrain the AI on a more diverse dataset that includes applicants with varied career histories (e.g., caregiving or further education). Add human reviews for flagged résumés with gaps and provide clear explanations to applicants about rejection reasons to improve fairness and transparency.

## Case 2: School Proctoring AI

### What’s Happening

A school uses an AI proctoring system to monitor students via webcam during online exams. The AI flags “suspicious” behavior based on eye movement. However, **neurodivergent students** (e.g., those with ADHD or autism) are **disproportionately flagged due to their natural behaviors**.

### What’s Problematic

- ✓ The AI unfairly targets neurodivergent students, creating inequality.
- ✓ Privacy risks arise from continuous webcam monitoring, which can also heighten stress and anxiety.
- ✓ There is little accountability for how flagged cases are reviewed, leaving students with limited recourse.

### One Improvement Idea

Introduce human review of AI flags, especially for students who declare neurodivergence. Allow system accommodations to account for different behaviors, and ensure transparent appeal processes so students can contest unfair flags.



### Blog-Style Wrap-Up

AI systems are like rookie detectives: fast, clever, but sometimes jumping to the wrong conclusion. In hiring, the bot punishes caregivers for life choices. In schools, the proctoring AI accuses neurodivergent students of cheating just for being themselves.

As the Responsible AI Inspector, my job is to step in, highlight these flaws, and recommend fixes: fairer data, human oversight, transparency, and respect for diversity. After all, technology should help people succeed, not unfairly judge them.