

# Holli Sargeant, PhD

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## Current position

- 2025 - 2029 **St John's College, University of Cambridge**  
Research Fellow in Law

## Education

- 2020 - 2024 PhD in Law, University of Cambridge  
*Thesis:* Machine Learning in Consumer Credit: Legal, Economic, Ethical & Policy Implications  
*Supervisors:* Felix Steffek, Lars Vinx, Måns Magnusson, Adrian Weller  
*Examiners:* Simon Deakin, John Armour  
*Funding:* John Monash Scholarship  
*Viva voce passed with no corrections*
- 2018 Graduate Diploma in Legal Practice, College of Law Australia
- 2014 - 2017 BACHELOR of Laws (LLB) and BACHELOR of International Relations (BIR), Bond University  
*First Class Honours (top 5% of cohort), Vice Chancellor's Award for Academic Achievement*

## AFFILIATIONS & VISITING POSITIONS

- 2023 - Berkman Klein Center for Internet & Society, Harvard University
- 2022 - 2023 Visiting Researcher, Harvard Law School
- 2021 Doctoral Exchange Student, Harvard Law School

## Scholarships & Awards

- 2024 100 Brilliant Women in AI Ethics
- 2022 Best Doctoral Paper, Society of Legal Scholars
- 2021 - 2024 BHP John Monash Scholarship (full PhD funding), General Sir John Monash Foundation
- 2017 - 2018 New Colombo Plan Scholarship, Australian Department of Foreign Affairs & Trade
- 2015 International Exchange Scholarship, Bond University
- 2014 - 2017 Dean's Merit Tuition Scholarship, Bond University

## Academic & Professional Appointments

### Faculty of Law, University of Cambridge

- 2025 Research Associate, Accelerate Grant: Predicting Decisions of the UK Employment Tribunal
- 2023 - 2025 Research Assistant, Nuffield Foundation Grant: Access to Justice through AI
- 2020 - 2023 Research Assistant, UK Research and Innovation Grant: Legal Systems & AI

	<b>Justice UK</b> 2024 Consultant, Justice & AI Project
2021, 2024	<b>Newnham College, University of Cambridge</b> Admissions Interviewer
2022	Director of Studies
2021 - 2022	<b>Alan Turing Institute</b> Research Assistant, AI, Justice and Human Rights Project
2021	<b>Good Law Project</b> Consultant
2020	<b>Australian Human Rights Commission</b> Secondee to Human Rights and Technology Project
2018 - 2020	<b>Herbert Smith Freehills</b> Solicitor

## Publications

### ARTICLES

- 2025 Holli Sargeant, “Mind the Gap: Securing Algorithmic Explainability for Credit Decisions Beyond the UK GDPR” (2025) *Computer Law & Security Review* (forthcoming).
- 2025 Holli Sargeant, Andreas Östling, Måns Magnusson, “Detecting Legal Citations in United Kingdom Court Judgments” (2025) *Proceedings of the Conference on Empirical Methods in Natural Language Processing (EMNLP)*. [\[DOI\]](#) Awarded SAC Highlight, “Top 2.5% of accepted papers, seminal paper”
- 2025 Holli Sargeant, Måns Magnusson, “Formalising Anti-Discrimination Law in Automated Decision Systems” (2025) *Proceedings of the ACM Conference on Fairness, Accountability and Transparency (FAccT)*. [\[DOI\]](#)
- 2025 Holli Sargeant, Hannes Waldetoft, Måns Magnusson, “Classifying Hate: Legal and Ethical Evaluations of ML-Assisted Hate Crime Classification and Estimation in Sweden”, (2025) *Proceedings of the ACM Conference on Fairness, Accountability and Transparency (FAccT)*. [\[DOI\]](#)
- 2025 Holli Sargeant, Felix Steffek, “Researching Legal AI: The Cambridge Law Corpus and Predicting Decisions of the UK Employment Tribunal” (2024) 2 Stockholm Intellectual Property Law Review, 33–36. [\[DOI\]](#)
- 2025 Holli Sargeant, Ahmed Izzidien, Felix Steffek, “Topic Classification of Case Law Using a Large Language Model and a New Taxonomy for UK Law: AI Insights into Summary Judgment” (2025) *Artificial Intelligence and Law*. [\[DOI\]](#)
- 2025 Kendall Brogle\*, Emma Kallina\*, Holli Sargeant\*, Var Shankar, Adrian Weller, Ashley Casovan, Umang Bhatt, “Context-Specific Certification of AI Systems: A Pilot in the Financial Industry”, (2025) 5 *AI and Ethics* 4223–4240. [\[DOI\]](#)

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\* indicates equal contribution.

- 2024 Cathy O’Neil, Holli Sargeant, Jacob Appel, “Explainable Fairness in Regulatory Algorithmic Auditing”, (2024) 127(1) *West Virginia Law Review* 79-133. [\[PDF\]](#)
- 2024 Tate Lavitt\*, Holli Sargeant\*, “Green Infrastructure in Developing Economies: A Unique Target for Risk Reduction and Financial Investment”, (2024) 25(5) *Climate Policy* 792–805. [\[DOI\]](#)
- 2024 Umang Bhatt\*, Holli Sargeant\*, “When Should Algorithms Resign? A Proposal for AI Governance”, (2024) 57(10) *Computer* 99-103. [\[DOI\]](#)
- 2023 Andreas Östling, Holli Sargeant, Helena Xie, Ludwig Bull, Alex Terenin, Leif Jonsson, Måns Magnusson, Felix Steffek, “The Cambridge Law Corpus: A Dataset for Legal AI Research” (2023) *Advances in Neural Information Processing Systems* 36: 41355-41385. [\[DOI\]](#)
- 2023 Holli Sargeant, Teodora Groza, “Unleashing the Power of Algorithms in Antitrust Enforcement: Navigating the Boundaries of Bias and Opportunity” (2023) 1 *CPI Antitrust Chronicle* 3-8. [\[DOI\]](#)
- 2023 Holli Sargeant, “Algorithmic Decision-Making in Financial Services: Economic and Normative Outcomes in Consumer Credit” (2023) 3(4) *AI and Ethics* 1295-1311. [\[DOI\]](#)  
*Awarded Best Doctoral Paper, Society of Legal Scholars Conference*
- 2022 Miri Zilka\*, Holli Sargeant\*, Adrian Weller, “Transparency, Governance and Regulation of Algorithmic Tools Deployed in the Criminal Justice System: a UK Case Study” (2022) *Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society* 880-889. [\[DOI\]](#)

## BOOK CHAPTERS

- 2024 Sophia Adams-Bhatti, Holli Sargeant (2024), *Algorithms in the Justice System: Current Practices, Legal and Ethical Challenges*, In: The Law of Artificial Intelligence. London: Sweet & Maxwell Ltd. [\[ISBN\]](#)

## CONFERENCE WORKSHOP PAPERS

- 2024 Holli Sargeant, Måns Magnusson (2024), “Bias in Legal Data for Generative AI”, *GenLaw Workshop at the International Conference on Machine Learning (ICML)*. [\[PDF\]](#)
- 2024 Katherine M. Collins, Valerie Chen, Ilia Sucholutsky, Hannah Rose Kirk, Malak Sadek, Holli Sargeant, Ameet Talwalkar, Adrian Weller, Umang Bhatt (2024), “Modulating Language Model Experiences through Frictions”, *Behavioral Machine Learning Workshop at NeurIPS*. [\[arXiv\]](#)
- 2022 Holli Sargeant (2022), “A Rights-Based Approach to Online Economic Exploitation of Children”, *Technologies of Deception Conference, Yale Law School*. [\[SSRN\]](#)
- 2022 Ahmed Izzidien, Holli Sargeant, Felix Steffek (2022), “What Goes on in Court? Identifying Contract-Related Topics Decided by United Kingdom Courts from 1709 to 2021 using ML”, *Cambridge Language Sciences Symposium*. [\[DOI\]](#)

## POLICY REPORTS

- 2025 OECD (Felix Steffek, Holli Sargeant) (2025), “Supporting Businesses Through Better Justice Systems: A Focus on SMEs and Entrepreneurship”, *OECD Public Governance Policy Papers*, No. 79. [\[DOI\]](#)
- 2025 JUSTICE (\*contributor) (2025), “AI in our Justice System”. [\[PDF\]](#)
- 2022 Holli Sargeant, Rebecca Xu, Dushyant Kishan Kaul, Eleanor Bird, Isabelle St-Hilaire (2022), “Child Rights in a Digital World: A Report on the Legal Process of Implementing UNCRC General Comment No. 25 (2021)”, *Cambridge Pro Bono Project for 5Rights Foundation*. [\[PDF\]](#)
- 2021 Sophie Farthing, John Howell, Katerina Lecchi, Zoe Paleologos, Phoebe Saintilan, Edward Santow, Holli Sargeant (2021), “Human Rights and Technology”, *Australian Human Rights Commission*. [\[ISBN\]](#)
- 2021 Eliska Pirkova, Holli Sargeant, Jonathan Haas, Vladan Joler (2021), “Spotlight on Artificial Intelligence and Freedom of Expression”, *Organization for Security and Cooperation in Europe*. [\[ISBN\]](#)
- 2020 Finn Lattimore, Simon O’Callaghan, Zoe Paleologos, Alistair Reid, Edward Santow, Holli Sargeant, Andrew Thomsen (2020), “Using Artificial Intelligence to Make Decisions: Addressing the Problem of Algorithmic Bias”, *Australian Human Rights Commission*. [\[ISBN\]](#)
- 2020 Holli Sargeant (2020), “The Impact of Technologies on Teaching of Ethics and Professional Responsibility”, *Centre for Professional Legal Education*. [\[PDF\]](#)

## WORKS IN PROGRESS

- 2025 Holli Sargeant, “From Estimation to Discrimination: Algorithmic Bias, Predictive Uncertainty, and Anti-Discrimination Law”, *Revise and resubmit*. [\[SSRN\]](#)
- 2025 Holli Sargeant, Felix Steffek, “The Law and Ethics of Legal AI Datasets: Creating the Cambridge Law Corpus”, *Revise and resubmit*.
- 2025 Xing Wang, Huiyuan Xie, Yiyan Wang, Chaojun Xiao, Holli Sargeant, Felix Steffek, Jie Shao, Zhiyuan Liu, Maosong Sun, “Large Language Models’ Complicit Responses to Illicit Instructions across Socio-Legal Contexts”, *Under review*. [\[arXiv\]](#)
- 2025 Holli Sargeant\*, Mackenzie Jorgensen\*, Arina Shah, Adrian Weller, Umang Bhatt, “Unequal Uncertainty: Rethinking Algorithmic Interventions for Mitigating Discrimination from AI”, *Under review*. [\[arXiv\]](#)
- 2025 Ahmed Izzidien, Holli Sargeant, Felix Steffek, “LLM vs. Lawyers: Identifying a Subset of Summary Judgments in a Large UK Case Law Dataset”, *Preprint*. [\[arXiv\]](#)

## Invited Presentations

- 2025 Law Explainer Session; Normative Theory & AI Group; University of Cambridge
- 2025 AI and the Future Legal Profession: Foundations of Legal AI; University of Cambridge
- 2025 Cambridge Law Corpus; Legal Data Access and Open Infrastructure Roundtable; McGill University
- 2025 Legal and Ethical Issues in LawTech; AI, Law & Access to Justice Festival; University of Surrey
- 2025 Algorithmic Resignation; Workshop on Law-Following AI; Institute for Law & AI

2025	Classifying Hate: Legal and Ethical Evaluations of ML-Assisted Hate Crime Classification and Estimation in Sweden; ACM FAccT
2025	Formalising Anti-Discrimination Law in Automated Decision Systems, ACM FAccT
2025	Formalising Anti-Discrimination Law in Automated Decision Systems; ACM CS & Law
2023	Algorithmic Price Discrimination in Finance; Goethe University
2023	Algorithmic Discrimination & Fairness; Berkman Klein Center for Internet & Society
2022	Normative Implications of Algorithmic Fairness; Institute for Future Studies
2022	Algorithms and Discrimination for Librarians; Biblioteksdagarna
2022	Technology and Legal Innovation Lecture; Hitotsubashi University
2021	Scholar Profile Podcast; General Sir John Monash Foundation

## Teaching

2021 - 2024	Guest Lecturer, Master of Statistics, Uppsala University
2023	Thesis Supervisor, MSt AI, Ethics & Society, University of Cambridge
2021 - 2023	Company Law Supervisor, Undergraduate Law Tripos, University of Cambridge
2021 - 2023	Thesis Supervisor and External Examiner, Master of Law, University of Edinburgh
2022	Teaching Fellow, ESG: Corporate Ethics in the 21st Century, Harvard Law School

## Service to the profession

### REVIEWER

2025	Reviewer, <a href="#">Artificial Intelligence and Law Springer Journal</a>
2024 - 2025	Reviewer, <a href="#">ACM Conference on Fairness, Accountability and Transparency (FAccT)</a>
2024 - 2025	Reviewer, <a href="#">Conference on Neural Information Processing Systems (NeurIPS)</a>
2022 - 2025	Reviewer, <a href="#">AI and Ethics Springer Journal</a>
2024	Grant Reviewer, US National Science Foundation

### PRO BONO

2021 - 2022	Manager for 5Rights Foundation, Cambridge Pro Bono Project
2020 - 2021	Manager for International Lawyers for West Papua, Cambridge Pro Bono Project
2018 - 2020	Pro Bono Solicitor (once a month clinic), Refugee and Immigration Legal Service, and Legal Aid Queensland
2014 - 2020	Ambassador promoting education for girls in Sierra Leone, One Girl
2013 - 2020	Young Ambassador and Mentor for child rights, UNICEF Australia
2014	Paul Harris Fellow awarded for community service, Rotary International

### BAR ADMISSIONS

2019	Federal Court of Australia
2018	Supreme Court of Queensland