

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

2024	Justice UK Consultant, Justice & AI Project
2021, 2024	Newnham College, University of Cambridge Admissions Interviewer
2022	Director of Studies
2021 - 2022	Alan Turing Institute Research Assistant, AI, Justice and Human Rights Project
2021	Good Law Project Consultant
2020	Australian Human Rights Commission Seconded to Human Rights and Technology Project
2017 - 2020	Herbert Smith Freehills Solicitor

Publications

ARTICLES

2025	<u>Holli Sargeant</u> , Andreas Östling, Måns Magnusson, “Detecting Legal Citations in United Kingdom Court Judgments” (2025) <i>Proceedings of the Conference on Empirical Methods in Natural Language Processing (EMNLP)</i> . [DOI] <i>Awarded SAC Highlight, “Top 2.5% of accepted papers, seminal paper”</i>
2025	<u>Holli Sargeant</u> , Måns Magnusson, “Formalising Anti-Discrimination Law in Automated Decision Systems” (2025) <i>Proceedings of the ACM Conference on Fairness, Accountability and Transparency (FAccT)</i> . [DOI]
2025	<u>Holli Sargeant</u> , Hannes Waldetoft, Måns Magnusson, “Classifying Hate: Legal and Ethical Evaluations of ML-Assisted Hate Crime Classification and Estimation in Sweden”, (2025) <i>Proceedings of the ACM Conference on Fairness, Accountability and Transparency (FAccT)</i> . [DOI]
2025	<u>Holli Sargeant</u> , Felix Steffek, “Researching Legal AI: The Cambridge Law Corpus and Predicting Decisions of the UK Employment Tribunal” (2024) 2 <i>Stockholm Intellectual Property Law Review</i> , 33–36. [DOI]
2025	<u>Holli Sargeant</u> , 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) <i>Artificial Intelligence and Law</i> . [DOI]
2025	Kendall Brogle*, Emma Kallina*, <u>Holli Sargeant*</u> , Var Shankar, Adrian Weller, Ashley Casovan, Umang Bhatt, “Context-Specific Certification of AI Systems: A Pilot in the Financial Industry”, (2025) 5 <i>AI and Ethics</i> 4223–4240. [DOI]
2024	Cathy O’Neil, <u>Holli Sargeant</u> , Jacob Appel, “Explainable Fairness in Regulatory Algorithmic Auditing”, (2024) 127(1) <i>West Virginia Law Review</i> 79-133. [PDF]

* indicates equal contribution.

- 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 Rights 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, “Mind the Gap: Securing Algorithmic Explainability for Credit Decisions Beyond the UK GDPR”, *Revise and resubmit*.
- 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, Yiyang 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*.
- 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, Artificial Intelligence and Law Springer Journal
2024 - 2025	Reviewer, ACM Conference on Fairness, Accountability and Transparency (FAccT)
2024 - 2025	Reviewer, Conference on Neural Information Processing Systems (NeurIPS)
2022 - 2025	Reviewer, AI and Ethics Springer Journal
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