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

	Justice UK
2024	Consultant, Justice & AI Project

	Newnham College, University of Cambridge
2021, 2024	Admissions Interviewer
2022	Director of Studies

	Alan Turing Institute
2021 - 2022	Research Assistant, AI, Justice and Human Rights Project

	Good Law Project
2021	Consultant

	Australian Human Rights Commission
2020	Secondee to Human Rights and Technology Project

	Herbert Smith Freehills
2018 - 2020	Solicitor

Publications

ARTICLES

2025	Holli Sargeant, "Mind the Gap: Securing Algorithmic Explainability for Credit Decisions Beyond the UK GDPR" (2026) 60 *Computer Law & Security Review* 106247. [DOI].
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, <u>Holli Sargeant</u>, Jacob Appel, "Explainable Fairness in Regulatory Algorithmic Auditing", (2024) 127(1) *West Virginia Law Review* 79-133. [PDF]

2024   Tate Lavitt*, <u>Holli Sargeant</u>*, "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*, <u>Holli Sargeant</u>*, "When Should Algorithms Resign? A Proposal for AI Governance", (2024) 57(10) *Computer* 99-103. [DOI]

2023   Andreas Östling, <u>Holli Sargeant</u>, 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   <u>Holli Sargeant</u>, 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   <u>Holli Sargeant</u>, "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*, <u>Holli Sargeant</u>*, 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, <u>Holli Sargeant</u> (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   <u>Holli Sargeant</u>, 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, <u>Holli Sargeant</u>, Ameet Talwalkar, Adrian Weller, Umang Bhatt (2024), "Modulating Language Model Experiences through Frictions", *Behavioral Machine Learning Workshop at NeurIPS*. [arXiv]

2022   <u>Holli Sargeant</u> (2022), "A Rights-Based Approach to Online Economic Exploitation of Children", *Technologies of Deception Conference, Yale Law School*. [SSRN]

2022   Ahmed Izzidien, <u>Holli Sargeant</u>, 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, 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 |