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(57) Abstract :

The present invention discloses an AI-based platform for detecting biases in recruitment processes through integration of multiple modules including a data acquisition unit (101), preprocessing module (102), bias detection engine (103), NLP-based analyzer (104), explainable AI interface (105), compliance reporting module (106), and recruiter feedback system (107). The platform collects recruitment data, anonymizes sensitive information, detects disparities using fairness algorithms, analyzes biased language, and provides explainable insights with real-time corrective feedback. Experimental validation confirms improved workforce diversity, compliance readiness, and fairness in organizational hiring practices.

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