Eight fields never read

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **These fields are not weighted to zero: they are not read.** A weighting can be changed; a field that is not read cannot be changed from a settings screen.

Field	Read?	Why it is on this list
Surname	**No**	Proxy for origin
First name	**No**	Proxy for origin and gender
Address	**No**	**Proxy for social origin and assumed mobility**
Photograph	**No**	Appearance
Date of birth	**No**	Age
Nationality	**No**	—
Family circumstances	**No**	**Proxy for assumed availability**
Institution attended	**No**	**The best known proxy for social origin**

> **The last is the most discreet and the most effective.** A tool reading the institution attended would discriminate without a single line of its configuration saying so, and nobody could point to where it happens.

Why a score, even advisory, decides

Step	What happens
1	The panel reads the best-scored first
2	**It reads the last with the attention given to what it believes is poor**
3	**The order confirms itself**
4	**Nobody took an automated decision, and the machine chose**

The four requests that recur, and why they come to the same thing

Request	What it decides
A score	**Which files get read attentively**
An order	**Same**
A shortlist	**Same, more bluntly**
"Just" flagging irrelevant files	**Same, more discreetly**

All four decide which files get read attentively, and that decision is the recruitment decision. That is why no softened version is offered.

> **Request a demo with your own documents**
> This document is a fictitious example. To see the agent work on your own documents, request a demo from its page.
> https://bluelemonagent.ai/en/secteur-public/solutions/appui-au-recrutement-preselection

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