



Bias Mitigation Protocol for Legal and Dispute Resolution Professionals

Purpose:

This protocol outlines practical steps legal and dispute resolution professionals can take to minimize, check for, and mitigate bias in AI-generated outputs when integrating artificial intelligence tools into practice. It is grounded in ethical best practices and is intended for use across legal, mediation, and arbitration contexts.

I. Awareness: Check for Bias at the Prompt Level

Objective: Begin every AI interaction with awareness of potential bias and your role in shaping it.

Guidelines:

1. **Use Neutral Party Framing:** Refer to participants as "Party A" and "Party B," or "Employee" and "Supervisor," rather than using potentially loaded terms like "Mother" or "Father."
2. **Avoid Stereotypes:** Refrain from including assumptions about roles, motives, emotions, or typical behaviors based on race, gender, age, or socioeconomic background.
3. **Prioritize Goals and Interests:** Frame prompts to focus on goals, needs, and interests rather than positions or labels.
4. **Include Inclusion:** When appropriate, explicitly ask the AI to generate inclusive, balanced content.

Sample Prompts:

- "Create a neutral summary of this landlord-tenant dispute that reflects both perspectives equally."

- "Generate options that consider the needs of both parties without making assumptions about roles or responsibilities."
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II. Review: Identify Bias in AI Output

Objective: Analyze the initial AI output to identify potential implicit or structural bias.

Checklist:

- Are any roles or viewpoints misrepresented or disproportionately emphasized?
- Are cultural or gendered assumptions evident?
- Does the language reflect neutrality and fairness?
- Are any relevant stakeholders or perspectives missing?

Technique:

Use a second prompt to interrogate the AI's response.

Sample Prompts:

- "What assumptions did you make in this response about gender, cultural norms, or priorities?"
 - "Reflect on whether this summary centers one party's perspective over the other's."
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III. Revise: Request a Bias-Aware Reframe

Objective: Ask the AI to revise its output with bias-mitigation in mind.

Sample Prompts:

- "Revise this response to remove unintended bias and use inclusive language."
 - "Update this draft to reflect a balanced view of all parties' interests, without assumptions."
 - "Simplify this explanation to ensure it is accessible to someone with no legal background, while maintaining neutrality."
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IV. Document: Maintain Ethical Compliance

Objective: Keep a record of AI use, particularly in case-relevant or client-facing content.

Action Steps:

- Retain both original and revised outputs.
 - Note the bias check process and prompt modifications.
 - If applicable, disclose the use of AI and bias mitigation techniques in client materials.
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V. Educate and Update

Objective: Continually improve bias awareness and promote best practices.

Ongoing Practice:

- Train team members and colleagues on inclusive prompting.
 - Stay updated on developments in AI bias detection.
 - Revisit and revise this protocol as AI tools evolve.
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Conclusion:

Ethical integration of AI in legal and dispute resolution practice requires vigilance, intention, and process. By implementing this protocol, practitioners can help ensure that their use of AI supports fairness, neutrality, and client trust.