



Webinar 8 – August 2026

Updates on AI and Technology in the Workplace

WEBINAR OUTLINE

INTRO/SETTING THE STAGE

- Changing Times: The Use of AI in the Workplace

UNDERSTANDING THE LEGAL LANDSCAPE OF AI IN THE WORKPLACE

AI AND TECHNOLOGY IN HUMAN RESOURCES

HYPOTHETICAL SCENARIO

HRtelligence TIPS

INTRO/SETTING THE STAGE

A. Changing Times: The Use of AI in the Workplace

In recent years, the increased use of artificial intelligence has transformed the way in which we live and work. Artificial intelligence has redefined the workplace from selecting candidates for hire, analyzing data, and payroll processing. While artificial intelligence has proven to lower costs and optimize processes, it can also pose several risks in the workplace.

- Artificial intelligence is revolutionizing the workplace, making it more efficient and effective.
- The main benefits of AI technology included reducing costs, improving productivity and efficiency, and helping employees in learning and development.
- Utilizing AI solutions and tools, employers can focus on the most important business challenges, increase operational capacity, and positively influence the overall business success.
- While AI solutions and tools can promote greater efficiency, they also pose challenges related to privacy, transparency, and cost.

52%

U.S. Workers Actively Use AI

Over half of knowledge workers now leverage AI in their roles. The primary driver is productivity — saving 6 hours per week on average.

6.0 Hours Saved / Week

Average weekly time reclaimed per employee using AI for routine automation, writing, and research.

47% Enterprise Integration

Organizations that have systematically integrated AI tools directly into core operations and software suites.

78% Professional Tool Usage

Employees bringing external AI applications into daily tasks (BYOAI) to overcome institutional inertia.

II. UNDERSTANDING THE LEGAL LANDSCAPE OF AI IN THE WORKPLACE

Artificial intelligence (AI) is quickly transforming the employment landscape, automating tasks, streamlining processes, and enhancing decision-making while also raising concerns about increasingly complex legal compliance.

As AI integration in employment practices grows, employers must ensure compliance with existing and emerging laws. To ensure legal compliance with AI in employment, employers should proactively assess AI practices for potential biases and inaccuracies.

A. Benefits of AI For Employers

- **Efficiency:** AI streamlines processes, making them faster and more efficient.
- **Personalization:** AI enables employers to offer more personalized experiences to candidates and employees which can boost brand loyalty and employee retention.
- **Scalability:** AI can process and manage large volumes of data and multiple tasks without a proportional increase in resources.
- **Data-Driven Decisions:** AI-generated data insights can be leveraged to make informed decisions, from talent acquisition to workforce management.

B. Challenges of AI For Employers

- **Privacy and security:** AI creates serious risks related to data privacy and security, especially when sensitive employee information is at stake.
- **Bias and fairness:** Like humans, AI-influenced systems can impart bias in the hiring process. Employers must objectively oversee decision-making processes and outcomes to measure fairness and equitability.
- **Ethical issues:** The use of AI can create challenging ethical situations. Companies must carefully evaluate how their technology choices impact accountability, transparency, discrimination, and the organization's mission and values.

How AI Can Affect Existing Laws:

- **Discrimination**
- **Americans with Disabilities Act (ADA)**
- **Title VII of the Civil Rights Act of 1964**
- **Data Protection and Privacy**
- **National Labor Relations Act**

C. Implementing Proactive Measures to Ensure Compliance

- **Conduct Bias Audits:**
Regularly assess AI algorithms and systems for potential biases and implement measures to mitigate any identified biases.
- **Ensure Transparency:**
Clearly explain how AI technologies are used in employment decisions and ensure the decision-making process is transparent.
- **Provide Notice:**
Notify job applicants and employees of the use of AI in employment decisions, as required by law.
- **Document AI Policies and Practices:**
Develop clear policies around AI usage, promote transparency with the workforce, and supplement AI systems with human oversight.
- **Data Privacy:**
Implement strong data privacy measures, limiting data collection to what is necessary for specific business purposes, and ensuring employees can dispute or correct inaccuracies in their data.
- **Training and Awareness:**
Educate HR and IT teams regarding AI discrimination and the legal requirements related to AI in employment.
- **Onboarding AI Tools:**
Develop guidelines for onboarding and using AI tools, including training requirements and processes for licensing and oversight.
- **Monitor Legal Developments**
Keep track of legal developments in this area, especially if your company has offices nationwide or operates in multiple states.
- **Address Ethical Issues:**
Consider ethical issues such as confidentiality, reliability of AI results, employee surveillance, and job displacement.

III. AI & TECHNOLOGY IN HUMAN RESOURCES

A. Evolution of HR: Shift from traditional administrative record-keeping to data-driven strategic partnership.

- **B. Core AI Technologies in HR:**

- **Machine Learning (ML):** Predictive analytics for turnover, candidate matching, and performance forecasting.
- **Natural Language Processing (NLP) & Generative AI:** Job description drafting, chatbot support, and qualitative feedback analysis.
- **Automation & Conversational AI:** Interview scheduling, automated FAQs, and workflow triggers.

Core Application Areas of AI in HR

- **A. Recruitment & Talent Acquisition**
 - Automated resume screening and candidate ranking.
 - AI-powered conversational bots for candidate engagement and interview scheduling.
- **B. Onboarding & Employee Experience**
 - Personalized onboarding sequences based on role, location, and department.
 - 24/7 AI-driven employee self-service portals for benefits and policy inquiries.
- **C. Learning & Development (L&D)**
 - Dynamically mapping skill gaps across the organization.
 - Tailored training pathways and personalized learning recommendations.
- **D. Performance Management & Talent Retention**
 - Real-time continuous feedback analysis rather than annual reviews alone.
 - Predictive attrition modeling to identify flight risks before employees resign.

Key Benefits for HR Professionals

- **A. Operational Efficiency & Time Savings:** Automating low-value, repetitive administrative tasks (data entry, screening) allows HR to focus on strategic initiatives.
- **B. Data-Driven Decision Making:** Reduces reliance on gut feeling by leveraging objective analytics for workforce planning and compensation benchmarking.
- **C. Enhanced Candidate & Employee Personalization:** Delivers real-time responses and personalized career paths, boosting overall engagement.
- **D. Scalability:** Enables small HR teams to manage high-volume hiring and support large, distributed workforces effectively.

Key Risks & Challenges

- **A. Algorithmic Bias & Discrimination:** AI trained on historical data can perpetuate systemic biases in hiring, promotion, or performance tracking.
- **B. Data Privacy & Confidentiality:** High risk of leaking sensitive employee records or proprietary company data into public/unsecured AI models.

- **C. Erosion of the "Human Touch":** Over-reliance on automation risks dehumanizing sensitive workplace conversations, empathy, and organizational culture.
- **D. Legal & Compliance Vulnerabilities:** Opaque "black-box" decision-making makes it difficult to explain hiring choices during audits or legal challenges.
- **E. Employee Fear & Resistance:** Workplace anxiety regarding job security, skill gaps, and automated surveillance.

IV. HYPOTHETICAL SCENARIO

ABC Solutions deploys an end-to-end AI HR platform designed to handle talent acquisition, performance reviews, and retention forecasting.

Recruitment Bias and Algorithmic Discrimination

To streamline high-volume recruitment, ABC Solutions implemented an automated screening tool trained on ten years of top-performer resumes within the company.

- **The Mechanism:** The AI scored applicants based on keywords, past employer prestige, and extracurricular markers correlated with past successful hires.
- **The Vulnerability:** Because historical leadership at the company skewed heavily male and favored specific elite universities, the AI inferred implicit criteria. It downgraded candidates who listed women's sports teams, community colleges, or non-traditional career gaps (such as parental leave).
- **The Outcome:** Qualified diverse candidates were systematically eliminated at the top of the funnel before human recruiters ever saw their applications.

Privacy Breach and Hallucination in Performance Management

For annual reviews, HR mandated using a Generative AI assistant to draft performance summaries by ingesting employee Slack messages, email tone, and project management logs.

- **Data Exposure:** An HR manager pasted unredacted employee medical leave notes and personal disclosure emails into a public third-party GenAI tool to generate "empathic feedback," exposing sensitive health data to external model training sets.
- **AI Hallucination:** When summarizing a mid-level manager's performance, the model misattributed a failed software deployment from a different department to him, generating a convincing narrative of "poor technical leadership". Over-reliant on the tool's structured output, the manager's director approved a low performance rating without double-checking original project records (Automation Bias).

Risk Assessment

Exposing an employee's health information to Artificial Intelligence (AI) can expose an employer to severe liability under federal and state privacy laws. Because employers are legally required to strictly segregate and safeguard medical data, feeding it into an AI tool carries significant legal consequences.

Employers are strictly liable for discriminatory decisions made by artificial intelligence (AI), even if the software was developed by a third-party vendor. Under federal laws like Title VII and the ADA, companies cannot avoid liability for algorithmic bias or disparate impact simply by blaming the technology

Mitigating Legal Exposure

To mitigate legal exposure, employers must ensure continuous governance of their AI processes:

- **Conduct Independent Bias Audits:** Regularly test AI tools for disproportionate adverse impacts on protected demographic groups.
- **Perform Risk Assessments:** Actively document compliance efforts. Regulators and courts often look at proactive anti-bias testing to assess employer defenses.
- **Review Vendor Contracts:** Scrutinize software agreements to ensure indemnification and transparency regarding how the AI model is trained.
- **Maintain Human Oversight:** Ensure algorithms serve only as screening aids rather than making final, unreviewed employment decisions

To mitigate liability for exposing employee health information to Artificial Intelligence (AI) platforms, employers must focus on data segregation, vendor governance, and strict access controls. Because AI inherently absorbs, processes, and retains data, managing exactly *where* and *how* sensitive information is routed is critical.

- **Institute AI Governance and Policies:** Prohibit the use of public, open-source AI tools for work purposes, especially for tasks involving HR data, workers' compensation, or FMLA requests. Establish clear internal guidelines that detail exactly which AI tools are vetted and authorized for staff.



Best Practices for HR Strategy & Governance

- **Keep "Human-in-the-Loop":** Enforce human oversight for all high-stakes decisions (e.g., hiring, firing, promotions, compensation).
- **Establish Clear Usage Policies:** Define approved AI tools, data-handling guidelines, and explicit restrictions on entering private employee information.
- **Conduct Regular Algorithmic Audits:** Periodically audit AI tools for demographic bias, accuracy, and legal compliance.
- **Maintain Transparency:** Notify candidates and employees when AI is being used in evaluation processes and offer manual review options.
- **Invest in Digital Fluency:** Upskill HR teams to critically evaluate AI outputs rather than accepting automated recommendations blindly.