



Containing the Flames
***SAFEGUARDING DATA
PRIVACY IN AN ERA OF AI***

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2024 Employment Law Seminar



Disclaimer: This presentation is not legal advice and is based upon current statutes, regulations, and related guidance that is subject to change. It is provided solely for informational and educational purposes and does not fully address the complexity of the issues or steps employers must take under applicable laws. For legal advice on these or related issues, please consult qualified legal counsel directly.

Speaker



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Employee Data



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- Reasonable data security
 - Includes data retention/disposal
- Data breaches
- Notification requirements to employees

Artificial Intelligence: Legal Frameworks



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- EU AI Act
- State laws and local laws
- Regulatory guidance
- Disparate impact and class actions

Artificial Intelligence: HR Uses



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▪ *In Recruiting*

- Drafting job descriptions
- Analyzing candidate profiles and screening candidates

▪ *In Hiring*

- Analyzing resumes
- Summarizing interviews

* *Performance Management*

Analyzing KPMs

* *Chatbots to answer questions*

Artificial Intelligence: Risks and Rewards with Employee Use



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- Compliance with company/organization policies
- IP issues
- Data protection (customer) issues



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THANK YOU



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