



Emily Mack and Chandler Aragona Discuss How to Avoid the Pitfalls of AI in the Workplace on *HR.com*

Articles / Publications
07.17.2023

In an article published on July 3, 2023 in HR.com's HR Legal and Compliance, Emily Mack and Chandler Aragona outline the potential risks associated with implementing AI into HR and the workplace, address data privacy concerns, and discuss the need for balance between technology and human involvement.

While AI can increase efficiency in the HR process, Aragona and Mack suggest, "To mitigate the risks of inadvertent discrimination and to ensure compliance with Title VII, employers should be proactive when implementing AI in employment selection procedures. It is essential that AI algorithms use diverse and representative datasets in their review and selection procedures. Additionally, continuous monitoring and auditing of AI systems should be conducted to identify and remedy any unintended biases that may have emerged over time."

"AI technology brings both opportunities and challenges to the workplace and human resources professionals. The balance and collaboration between human beings and AI technology nevertheless hold promise for a future of increased productivity and innovation," said Aragona and Mack. "By understanding and proactively addressing the impact of AI on employment issues, employers can reap the benefits while creating a foundation that prioritizes and protects the well-being and continued success of the human workforce."

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