

BREAKING HEADLINES FOR AI IN THE WORKPLACE

- 1. Job Security Fears and Upscaling.** AI tools are changing the workplace and employees are scared about AI replacing their jobs. Employees who use AI need training on both AI policies and skill gaps to leverage AI in your workplace for particular job functions.
- 2. Transparency Gap.** Many employees use AI without their employer's approval or oversight—often regardless of whether a formal policy exists. It's important to routinely educate employees about WHY the AI policy is in place.
- 3. Operational Risk.** The use of AI tools poses privacy, intellectual property, and security risks to your business. You should understand how AI tools are being trained (oftentimes using your data!) and be aware of how AI deepfakes can impact your business operations. See our previous blog posts on the topic:
 - [IP & Technology Law Trends | Client Alert: Watch Out for Deepfakes | Miller Nash LLP](#)
 - [IP & Technology Law Trends | Navigating the Legal Risks of AI: Intellectual Property and Privacy Considerations | Miller Nash LLP](#)
- 4. Compliance Risk.** There are local, state, federal, and international laws and regulatory guidance on the use of AI in different situations. Don't forget about existing laws of general applicability—such as consumer protection and employment discrimination laws—that continue to apply to employee conduct.
- 5. Policies and Procedures.** Develop clear internal AI policies and procedures and educate your employees on the responsible use of AI. Consider approved resources that integrate generative AI and ensure that the contracts for those tools have been reviewed prior to approval for use.
- 6. Strike It Rich or Fool's Gold Hype?** AI is everywhere and suddenly everyone is an "expert." There is a proliferation of seminars, books, vendors, and risk management frameworks offering guidance, which can quickly become overwhelming. Staying educated on emerging technologies is critical, but don't mistake flashy marketing for substance. The real value comes from developing a clear understanding of the technology itself and how it integrates with your business. Miller Nash's privacy & data security team is available to review your current policies and procedures and provide strategic guidance on the use of artificial intelligence and protecting your business.



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