

PRIVACY AI

IN THE AGE OF

PRIVACY CONSCIOUS IMPLEMENTATION OF AI ACROSS BUSINESS FUNCTIONS

HUMAN RESOURCES

Possible application of AI



Recruiting



Candidate
sourcing



Resume
screening



Performance
management



Learning &
development

Privacy considerations while integrating AI



Use of AI tools for **hiring decisions** could increase the potential risk of discrimination and bias in decision making.



A lack of legal awareness of **data protection** and other applicable laws could cause the HR function to rely on AI tools and services which do not comply with legal requirements.



Employee monitoring or evaluation using AI systems or tools could pose a risk to their data protection rights.

Recommendations



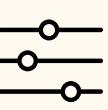
Choose AI tools designed for HR purposes that are demonstrably compliant with privacy and security requirements.



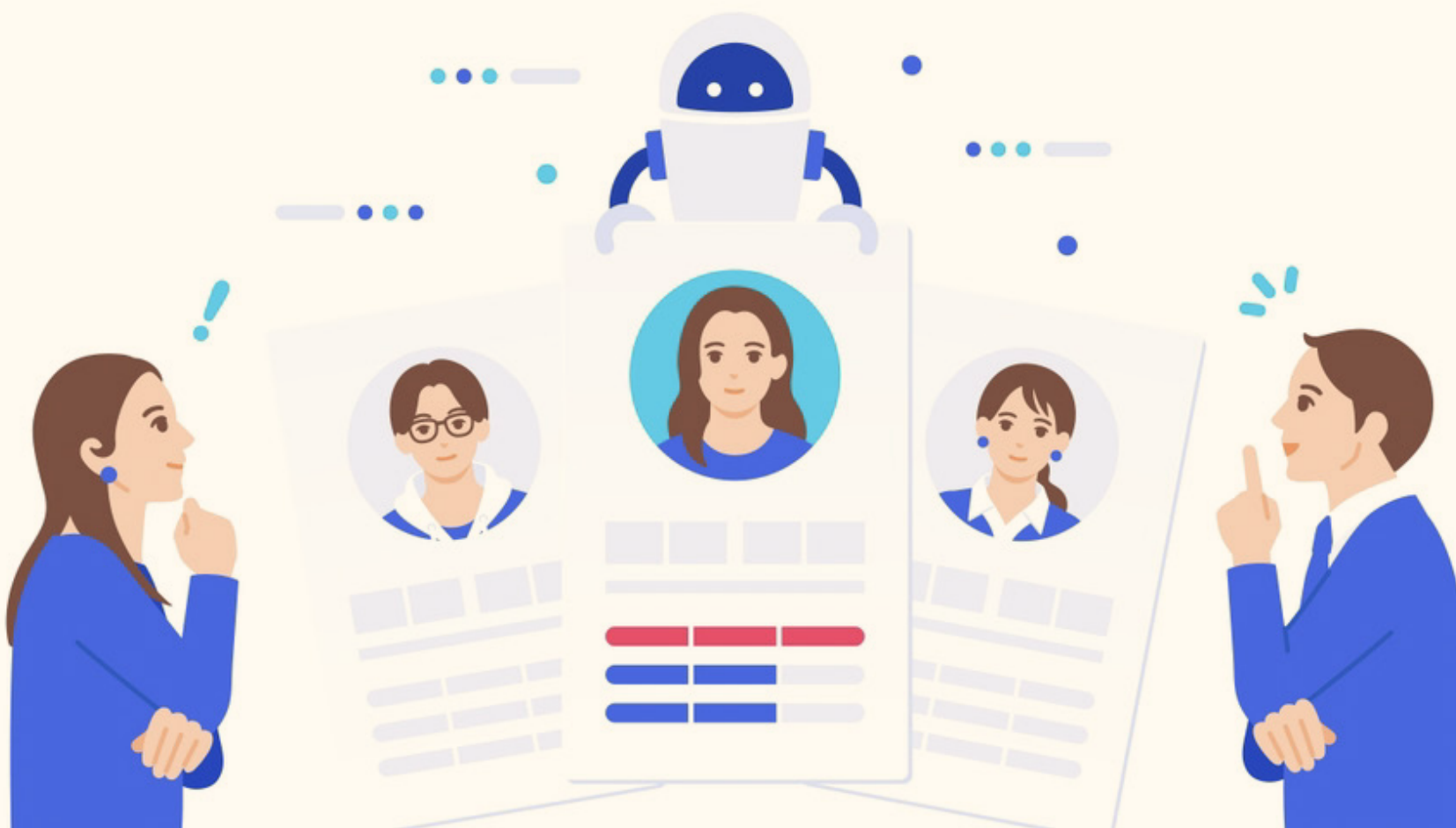
Maintain human oversight in all AI-assisted decisions to prevent biases and ensure fairness.



Clearly communicate and instil transparent practices around the use of AI in HR processes.



Ensure contracts with AI vendors include strong data privacy and security provisions, such as confidentiality, access control, and intimation of data breaches, etc.



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