

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



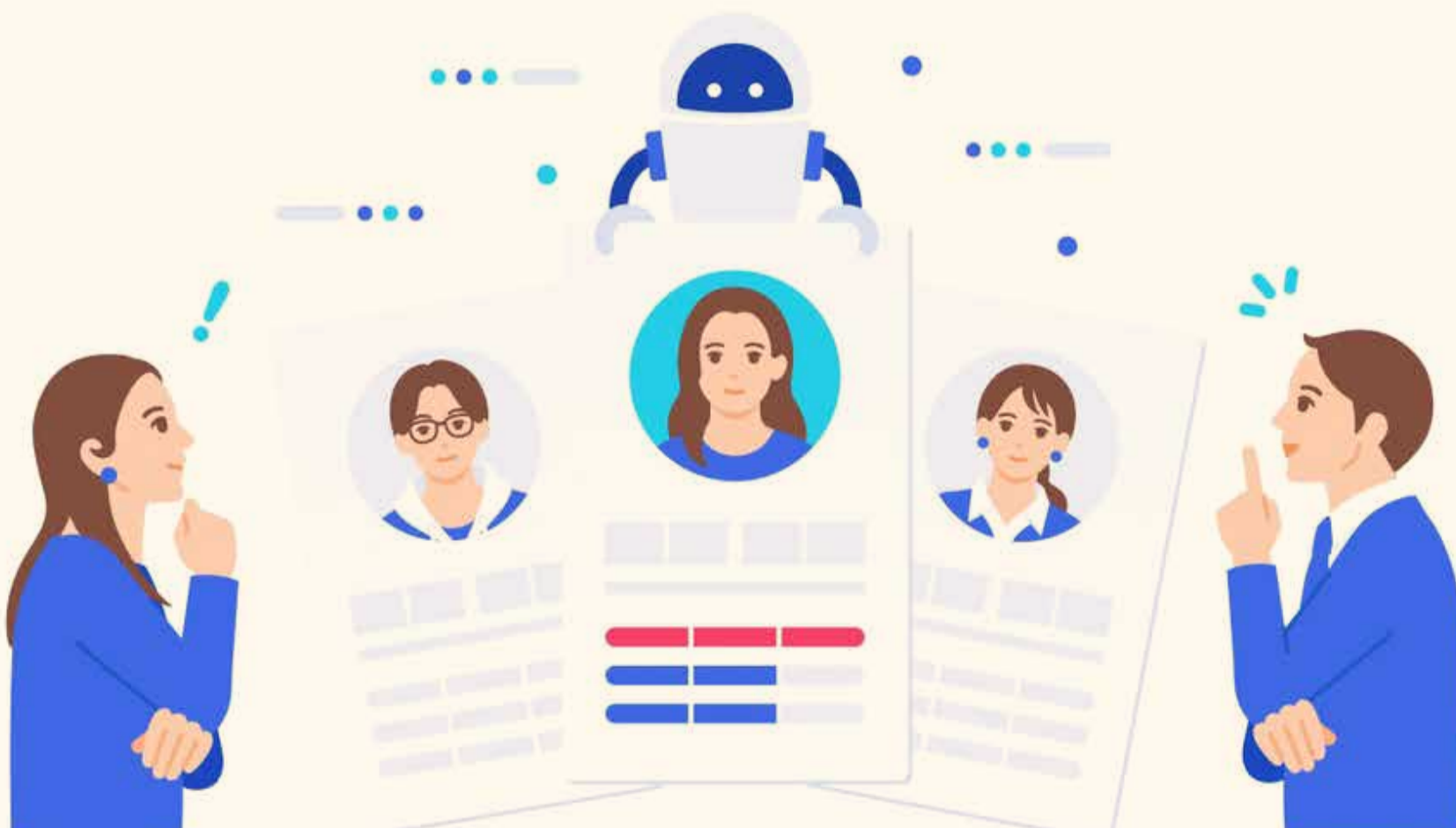
Learning & development

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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