

Employers are more exposed to A.I.-related lawsuits in the workplace. Here's how to protect your company

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Michael Schmidt spoke with *Fortune* about a New York City law that will go into effect in July that is targeted to protect job candidates from potential biases in the recruiting process. Mike said, "employers would be wise to establish robust policies and internal checks to ensure protection from legal risks, likening it to the early days of moderating social media use in the workplace. You are applying a new platform and technology to traditional employment law issues. We need to figure out how to apply the same risks and rewards when it comes to third-party intellectual property, harassment, discrimination, and accurate and good content." Mike discussed that HR leaders should start to audit the technology used by vendors they already employ in the hiring process. "Very often, organizations don't even know that third parties that they have assisting them with the recruitment process are using A.I. as part of that recruitment process. The burden is on the employer to make sure and not just assume that the third party is compliant, but to really look into what the third party is doing and how they're doing it," he said.

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