

NOVEMBER 27, 2023 | EVENTS

The Impacts of Artificial Intelligence in the Workplace in 2023 and Beyond [Webinar Recording]

On Tuesday, November 21, 2023, [Ashley D. Mitchell](#) and [Darius Rohani-Shukla](#) presented a webinar regarding **The Impacts of Artificial Intelligence in the Workplace in 2023 and Beyond**.

In May 2022, the Equal Employment Opportunity Commission "EEOC" issued a Technical Assistance ("TA") document entitled, "The Americans with Disabilities Act ("ADA") and the Use of Software, Algorithms, and Artificial Intelligence to Assess Job Applicants and Employees" focused on providing "clarity to the public regarding existing requirements" under the ADA and agency policy. This is the first guidance document the EEOC has issued regarding the use of Artificial Intelligence ("AI") in employment decision-making since announcing its AI Initiative in October 2021.



... 2023 LABOR & EMPLOYMENT Webinar Series ...

The Impacts of Artificial Intelligence in the Workplace

Tuesday, November 21, 2023

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It is no secret that more employers have turned to AI to enhance their work processes over the years. An estimated 83% of employers have engaged AI or algorithmic tools to screen or assess applicants and workers, and some have even adopted a broad framework applicable to everything from resume scanners and "virtual assistants" or chatbots to video interviewing software and testing software that assess personality, aptitude, skills and perceived "cultural fit." However, if employers are not careful, these tools could result in disability discrimination violating the ADA.

The content of this presentation included potential issues with artificial intelligence in the hiring and screening process, background about the EEOC's initiative to manage fairness in the use of artificial intelligence and algorithmic tools, information about the Commission's first Technical Assistance Guide, and overlapping state and local regulatory efforts affecting employers trying to comply with the law.

Participants in this webinar learned:

- The impacts of artificial intelligence and algorithmic tools in the workplace
- Potential risks facing employers implementing algorithmic processes
- Recommended EEOC practices to reduce the likelihood of disability discrimination; and
- Workplace trends and issues facing employers in 2023 and beyond

We are pleased to share these links to a [copy of the slides](#) and a [recording of the webinar](#).

This program has been approved for 1HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HRCI®.

This program is also valid for 1 PDCs for the SHRM-CPSM or SHRM-SCPSM.



If you would like to be registered for the entire 2023 Labor and Employment Webinar series, [click here to send us an email request](#), and we will register you.

This was the 10th webinar event in Conn Maciel Carey LLP's [2023 Labor and Employment Webinar Series](#). Click [here](#) to view our full schedule and detailed program descriptions for all of the webinars scheduled for the [2023 Labor and Employment Webinar Series](#). If you missed any of our past webinars in our annual Labor and Employment Webinar Series, view our [Labor and Employment Webinar Library](#) to access all of our webinar recordings. Also, [click here to subscribe to our YouTube channel](#) and get an email notification when new recordings become available.