

AI Ethics Considerations Brief

This document outlines ethical considerations and references for further reading to inform the responsible and ethical use of AI in I-O research and practice. Importantly, this document references APA's Ethical Principles and Code of Conduct, which are currently under revision.

Ethical Frameworks

Existing ethical frameworks, such as the [APA](#), [OECD](#), [NIST](#), incorporate these elements:

Human Rights, Well-Being, Dignity:

Recognizing the inherent worth of every individual, guiding ethical practice through respect, fairness, and the promotion of well-being and avoidance of harm.

Privacy: Ensuring that individual data and personal information are safeguarded during processes such as AI training or using public, nonsecure AI tools.

Fairness: Avoiding bias and ensuring that AI systems provide fair and equitable treatment for individuals and groups.

Agency: Being mindful of consent, authorization, and ownership of data, and also the amount of power and control the AI systems have over users.

Human Oversight: Ensuring humans are appropriately monitoring AI systems at key points of development and implementation, and regularly thereafter being aware of what the AI is doing.

Transparency and Explainability:

Considering the openness of the system so people can understand how it is designed and developed, and how it operates to allow people to understand why the system reached a specific outcome.

Robustness and Accuracy: Ensuring that AI systems are reliable, function correctly under diverse conditions, and provide accurate outputs.

Security and Safety: Protecting AI systems and data from malicious attacks and ensuring the safety of individuals by mitigating potential risks.

Accountability: Establishing clear lines of responsibility and accountability for the actions and decisions made by AI systems.

Validity, Accuracy, and Responsible

Use: Ensuring that generative AI models produce valid and accurate results and are used responsibly within ethical and legal boundaries.

Operational Considerations for the Ethical Use of AI

Policies and mechanisms ensure AI use complies with organizational requirements, laws and regulations; provides value; and addresses the adopted ethical framework elements (e.g., see SIOP 2023; ATP 2024).

Governance: Ensuring guidelines and oversight processes are in place to manage the responsible, compliant, and accountable use of AI.

Regulatory compliance: Adhering to relevant laws and regulations to avoid legal consequences and ensure ethical operations.

Intellectual property rights: Protecting and understanding the limitations of the ownership of content created and used by Generative AI.

Supplier vetting and monitoring: Evaluating and monitoring third-party providers to identify their uses of AI and ensure they meet ethical and operational requirements.

Organizational change management: Preparing and adapting the organization and its employees for the integration of Generative AI technologies.

Potential impact on people: Considering the effects on job roles, privacy, and overall well-being.

ROI: Assessing the costs and potential risks of using and managing AI systems vs. benefits and economic viability of implementing AI solutions.

Practical Questions for AI Users

- *What problems are you intending to solve with the use of AI?* (e.g., Are you using AI to improve efficiency, ideate, predict or something else?)
- *How are you taking into account the environmental and human issues of AI usage?* (e.g., Are you measuring the carbon footprint of training large language models? Are you considering the impact of AI on job displacement?)
- *How do you mitigate bias and validate when using a continuously changing AI model?* (e.g., Are you regularly testing your AI model for racial or gender bias? Do you regularly audit outputs for fairness and accuracy?)
- *How are your AI models monitored and maintained?* (e.g., Do you have a system in place to retrain models with fresh data periodically? Are there alerts for performance degradation?)
- *How do you ensure your AI models, prompts and related services are configured and used in alignment with laws around copyrights, privacy, discrimination, etc.?* (e.g., Are you filtering training data to exclude copyrighted material? Are you complying with GDPR when processing user data in an AI-powered recommendation engine?)
- *Are the user agreements around your AI models transparent and understood?* (e.g., Do users clearly understand that their conversations with a virtual assistant may be used to improve the model? Is there a plain-language summary of the terms of service?)
- *To what extent should you build, buy and/or customize your AI model?* (e.g., Should you fine-tune an open-source language model for your legal document summarization tool, or license a commercial model like GPT-4?)
- *How are AI outputs being monitored for accuracy and appropriateness?* (e.g., Are human reviewers checking AI-generated medical advice before it's sent to patients? Is there a feedback loop for users to flag inappropriate content in a generative art app?)

Bibliography

Key references are listed below. These will continue to be expanded.

Ethical Frameworks and Codes

American Psychological Association (in press). Ethical Principles of Psychologists and Code of Conduct.

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Guidelines and Principles

Association of Test Publishers (2024). Creating Responsible and Ethical AI Policies for Assessment Organizations: A Special Publication from ATP. Author.

SIOP (2023). Considerations and Recommendations for the Validation and Use of AI-Based Assessments for Employee Selection. <https://www.siop.org/wp-content/uploads/legacy/SIOP-AI%20Guidelines-Final-010323.pdf>

Regulations

EU AI Act (2024). <https://artificialintelligenceact.eu/the-act/>

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Journal Articles

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