

Conditions for Granting the No AI Declaration™ Mark – Category No. 7: Employee Management

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1. General Introduction

No AI Declaration™ is a public statement by an individual or company that, within a specific area of activity, **it does not use artificial intelligence (AI) tools**.

The declaration is public, open, and entered into the No AI Movement™ register. Each granted declaration receives a unique identification number and is cryptographically anchored (hash) in a selected blockchain network, which enables independent confirmation of its integrity and issuance date (details in the No AI Movement™ technical specification).

The category “Employee Management” covers organizational and decision-making processes related to work planning, task delegation, performance supervision, team coordination, employee evaluation, and HR procedures. Within this category, the declarant confirms that all operational, organizational, managerial, and personnel decisions are made **exclusively by human supervisors**, without the use of artificial intelligence (AI) systems that analyze data, predict behavior, evaluate employees, or automatically recommend actions.

2. Definitions

Artificial Intelligence (AI)

Systems, models, or software tools that use machine learning, predictive algorithms, pattern recognition, or generative data processing to automatically recommend, classify, evaluate, or optimize tasks or employee behavior.

Deterministic System

A management system in which decisions are made without adaptive data processing. Actions result solely from consciously applied human judgment and predefined rules.

Employee Management (within the meaning of this category)

The process of planning work, assigning responsibilities, monitoring performance, conducting internal communication, and making personnel-related decisions **without using AI tools** designed to analyze or predict employee behavior.

AI Component

Any system, module, or software function that recommends, prioritizes, classifies, evaluates, or suggests actions regarding employees based on data analysis or learning models.

3. General Rules for the Category “Employee Management”

The right to use the No AI Declaration™ mark in this category may be granted only to entities that:

- make decisions regarding work allocation, scheduling, and task distribution **exclusively on the basis of human judgment**,
- do not use AI systems to analyze employee performance, efficiency, behavior, or predicted outcomes,
- do not use algorithms that influence task assignment or automated employee evaluation,
- can demonstrate that management decisions are **not supported** by machine learning–based analytical models.

The declarant confirms that:

- they understand the functionality of the organizational and HR tools used,
- the tools are not used in AI-driven analytical or predictive modes,
- they are able to explain how personnel decisions are made directly by human managers.

4. Typical AI Applications in Employee Management (Prohibited)

The No AI Declaration™ excludes, in particular:

- algorithms assigning tasks based on performance analysis or behavioral pattern data,
- automated scoring, ranking, or evaluation of employees,
- tools analyzing emotional state, psychological profile, or behavioral signals,
- predictive models estimating employee turnover or “risk of resignation,”
- automated recommendations regarding hiring, promotion, or termination,
- systems forecasting employee productivity, engagement, or behavior.

Interpretation rule:

If a tool **can** analyze employee behavior or recommend personnel decisions, it must be considered **non-permissible** unless it is clearly proven to operate **exclusively in a deterministic manner**.

5. Permissible AI Applications – Applicable to All Categories

AI may be used in areas that do not affect the content, form, or execution of the work covered by the declaration.

Permissible applications include:

- education and self-learning (e.g. studying theory, history, techniques, and concepts related to the given field of activity),
- searching for information and inspiration (e.g. obtaining source data, auxiliary materials, examples, comparisons, trends),
- organizational and technical support (e.g. work planning, file management, provided it does not affect the content of the work/service),

6. Permissible Use of AI – Category: Employee Management

AI may be used **only** for:

- administrative functions that do not influence decision-making (e.g., timekeeping, schedule management, document records),
- preparing informational or training materials,
- automating routine clerical tasks that do not evaluate or classify employees,
- archiving or organizing data **without analyzing its content**.

AI **may not**:

- recommend managerial or personnel decisions,
- evaluate or score employees,
- suggest HR-related actions,
- influence supervisor–employee relationships.

7. Final Remarks

In this category, the fundamental rule is:

Decisions concerning people must be made exclusively by a human being.

If a tool may influence assessment, task assignment, motivation, or the structure of work relationships, it must be considered non-permissible unless it is proven to operate in a fully deterministic manner.

8. Conditions for Granting the Right to Use the No AI Declaration™

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- All decisions regarding work organization are made by a human supervisor.
- No AI-driven functions are used in management processes.
- Documentation of organizational and HR systems confirms the absence of machine learning–based analytical functions.
- Updates to systems must not activate or introduce AI features.
- The declaration applies strictly to employee management processes and does not extend to other operational areas.

9. Procedure for Obtaining the Right to Use the No AI Declaration™

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- reading this document,
- completing the online form,
- submitting a statement of compliance with the conditions,
- receiving a declaration number and PDF document,
- entry into the public register of No AI Movement™ declarations.

10. Rules for Using the No AI Declaration™ Mark

- The mark must be used in its original form, with preservation of clear space; it may not be combined with other marks into a single composite mark.
- The digital version of the mark should link to the entry in the public declaration register.
- It is prohibited to suggest that No AI Declaration™ is an official or governmental certificate.

11. Verification and Responsibility

Declarations may be verified randomly or in the following cases:

- suspected abuse,
- public violation of the rules,
- changes in the way the activity covered by the given category is conducted.

In case of violation:

- in minor cases, No AI Movement™ may issue a warning and corrective period (7–14 days),
- in cases of material or repeated violation, the declaration may be suspended or revoked with immediate effect,
- the declarant has the right to appeal within 14 days; the appeal is reviewed by the No AI Movement™ verification team.

The declarant undertakes to inform the organizer of any material changes and to cooperate during possible verification.

No AI Declaration™

Document developed under the No AI Movement™ system.

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