

Conditions for Granting the No AI Declaration™ Mark – Category No. 8: Employment Policy

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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 "Employment Policy" applies to organizations that, despite the availability of artificial intelligence (AI) technologies capable of automating certain work processes or job roles, **choose to retain human employees** in these positions. Within this category, the declarant confirms that the organization intentionally maintains human-based work in operational, administrative, service, and creative areas where AI-based substitution would be technically feasible.

2. Definitions

Artificial Intelligence (AI)

Systems or computational models that use machine learning, adaptive algorithms, or generative data processing techniques to perform tasks traditionally carried out by human workers.

Employment Policy (within the meaning of this category)

A conscious organizational decision to retain human employees in job roles that could be automated or replaced by AI, motivated by economic, ethical, social, or organizational considerations.

Roles subject to automation

Positions whose primary work tasks could be replaced by AI-driven systems or automated software (e.g., customer interaction, data processing, workflow classification, content generation, or reporting tasks).

3. General Rules for the Category “Employment Policy”

The right to use the No AI Declaration™ mark may be granted only to organizations that:

- retain employees in roles that could otherwise be automated using AI,
- do not reduce staffing for the purpose of introducing AI-based replacements,
- can identify specific roles that are deliberately maintained as human roles,
- base employment policy on the value of human labor.

The declarant confirms that this decision is **intentional**, not a result of lacking access to technology.

4. Typical AI Applications in Employment Policy (Prohibited)

Within this category, it is not permitted to:

- replace employees with AI systems performing operational, administrative, service, or creative tasks,
- reduce staffing levels due to the implementation of AI substitution,
- transfer job responsibilities previously performed by human workers to AI-driven software.

Interpretation principle:

If a task was previously performed by a human and could be replaced by AI, but the organization chooses to retain the human role, the task qualifies under this category.

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: Employment Policy

AI may be used:

- as a support tool that does **not** replace the worker's role or responsibility,
- to automate auxiliary or administrative processes,
- for organizational or logistical support **without altering the scope of human work**,
- for tasks that do not affect employment levels or the existence of the job role.

AI must **not** replace a human in the performance of work covered by this category.

7. Final Remarks

In this category, the fundamental rule is:

Job roles are retained for human workers, even when AI-based alternatives exist.

If there is uncertainty whether a task has been replaced by AI, the precautionary approach applies:

it must be demonstrated that the work is performed by a human and that AI serves only as a supporting tool.

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

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- The organization retains job roles that could technically be automated.
- AI systems are not used as replacements for workers.
- The organization can identify areas where human labor is intentionally preserved.
- Any AI tools used serve only a supportive—not substitutive—function.
- The declaration applies specifically to identified job roles or work areas, not to the entire organizational structure.

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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