Conditions for Granting the No AI Declaration™ Mark – Category No. 9: Employee Evaluation

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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 Evaluation" applies to the process of assessing work performance, conducting performance reviews, deciding on promotions, raises, rewards, or development planning. Within this category, the declarant confirms that **all personnel-related evaluations and decisions are made by humans**, without reliance on artificial intelligence (AI) systems that generate assessments, rankings, predictions, or recommendations regarding employees.

2. Definitions

Artificial Intelligence (AI)
Software systems or computational models that use machine learning, predictive analysis, behavioral pattern recognition, or automated classification to generate recommendations or evaluations concerning employee performance.

Employee Evaluation (within the meaning of this category)

The process of analyzing performance, conducting review meetings, making decisions regarding promotion, compensation, reward, or developmental support, where the **outcome is based on human judgment and responsibility**.

AI Component

Any HR platform module, monitoring tool, or analytical system that automatically suggests, ranks, compares, or evaluates employees based on quantitative or qualitative data.

3. General Rules for the Category "Employee Evaluation"

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

• base performance reviews and personnel decisions **exclusively on human evaluation**,
• do not use AI systems that analyze behavioral, efficiency, engagement, or performance data,
• do not use automated scoring or ranking systems,
• can demonstrate a human-led evaluative and decision-making process.

The declarant confirms that performance-related decisions are not the result of algorithmic scoring, automated classification, or predictive modeling.

4. Typical AI Applications in Employee Evaluation (Prohibited)

The No AI Declaration™ mark excludes, in particular:

• automatic employee scoring or ranking systems,
• predictive analytics estimating engagement or "risk of resignation,"
• algorithms suggesting promotions, raises, or disciplinary actions,
• systems comparing employee performance to recommend personnel decisions,
• behavioral, emotional, or communication pattern analysis models.

Rule of interpretation:

If a system can influence a personnel decision, it does not meet the requirements of 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: Employee Evaluation

AI may be used only for:

• preparing documentation, forms, schedules, or summaries,
• administrative processing that **does not affect the substance of the evaluation**,
• statistical data handling without interpretation or recommendation.

AI **may not**:

• suggest evaluation results,
• score or classify employees,
• influence decisions regarding promotion, compensation, or development.

7. Final Remarks

In this category, the fundamental principle is:

An employee evaluation is an act of human responsibility, not the output of an algorithm.

If a tool may influence the evaluation outcome, it must be considered non-permissible unless proven to function purely as a neutral administrative tool.

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

• Evaluation outcomes are determined by human judgment.

• AI systems do not participate in personnel recommendation processes.

• HR tools are used only in administrative, not decision-making, capacities.

• The organization can demonstrate a human-centered evaluation process.

• The declaration applies specifically to evaluation processes, not to other areas of HR operations.

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

• 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.

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