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Webcast: What Employment Counsel Needs to Know About Using AI in the Workplace

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Employers increasingly rely on automated tools to source candidates, screen applications, monitor productivity, evaluate performance, and inform decisions about compensation, promotion, discipline, and separation. That shift has drawn the sustained attention of legislatures, regulators, and the plaintiffs' bar, and it has generated a fast-moving body of law that no employer can afford to track piecemeal. In this webcast, we provide an overview of the legislative and regulatory landscape as it stands today, with a focus on automated decision-making technology (ADMT) regulations that have taken effect or will take effect in the coming months, as well as efforts to extend existing anti-discrimination laws to reach AI-driven employment decisions. These regimes share a few common requirements, including notice to employees and applicants and non-discrimination obligations, but they diverge in important respects, including scope of coverage, the specific obligations they impose, and enforcement. We provide practical takeaways and guidance on how to navigate this evolving landscape.

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PANELISTS: Frances Waldmann is a partner in Gibson Dunn's Los Angeles and London offices, Co-Chair of the Robotics Practice Group, and a member of the firm's Artificial Intelligence practice. She advises global companies on regulatory strategy, enforcement, and complex disputes involving technology and digital transformation, with a particular focus on AI. Drawing on her cross-disciplinary, international perspective and technical fluency, Frances helps leading technology companies, fast-growth start-ups, and multinational businesses navigate novel legal and commercial risks that arise as AI and other emerging technologies reshape global frameworks governing data, content, competition, and online safety. Her practice spans regulatory counseling, product advisory, litigation defense, and enforcement before the FTC, DOJ, state attorneys general, and the European Commission, among other global regulators. **Grace E. Hart** is a litigation partner in Gibson Dunn's New York office and a member of the firm's Labor and Employment Practice Group. She represents employers in high-stakes employment disputes—including discrimination, retaliation, and whistleblower matters—at both the trial and appellate levels in federal and state courts across the country, as well as before the EEOC and other federal and state agencies. In addition to her litigation practice, Grace regularly advises employers on a broad range of workplace issues, from sensitive personnel decisions to background check compliance and the use of artificial intelligence in employment decisions. She co-leads the firm's AI in Labor & Employment newsletter. **Jacob U.**

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