

THE PATH FORWARD



SHRM'S AI LEGISLATIVE FRAMEWORK

FOR THE MODERN WORKPLACE



1. A COMPREHENSIVE NATIONAL WORKPLACE AI FRAMEWORK

- Establish unified federal standards
- Provide practical guidance for employers and workers
- Promote consistency in implementation



2. VOLUNTARY, RISK-BASED GOVERNANCE

- Adopt flexible, risk-based standards
- Promote responsible development and deployment
- Enable innovation while managing risk



3. LIMITED MANDATORY REQUIREMENTS FOR HIGH-RISK USE CASES

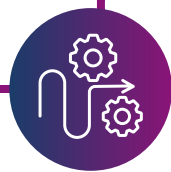
- Focus requirements on high-risk decisions
- Ensure transparency and human review
- Maintain flexibility for lower-risk uses



4. SAFE HARBOR FOR RESPONSIBLE AI ADOPTION

- Promote responsible, good faith efforts
- Encourage adoption of best practices
- Reduce legal and regulatory uncertainty

AI + HI = ROI
ARTIFICIAL INTELLIGENCE + HUMAN INTELLIGENCE = RETURN ON INVESTMENT



5. MINIMIZING EMPLOYER BURDENS

- Streamline reporting requirements
- Avoid duplicative requirements
- Leverage existing compliance systems



6. WORKFORCE READINESS AND RESKILLING

- Invest in upskilling and reskilling
- Equip workers with portable, stackable skills
- Support workforce transition and job redesign



7. STAKEHOLDER ENGAGEMENT AND EXPERTISE

- Incorporate employer and worker input
- Ground policy in real-world application
- Support continuous improvement



8. SUPPORT FOR SMALL AND MID-SIZED EMPLOYERS

- Scale requirements appropriately
- Provide flexible compliance pathways
- Expand access to tools and guidance

CLARITY. SKILLED WORKERS. RESPONSIBLE INNOVATION.



STRENGTHEN U.S. COMPETITIVENESS

Lead the world with smart policy and a skilled workforce.



PROTECT WORKERS

Safeguard rights, promote fairness, and build trust.



CHAMPION INNOVATION

Inspire responsible adoption and continuous learning.

