



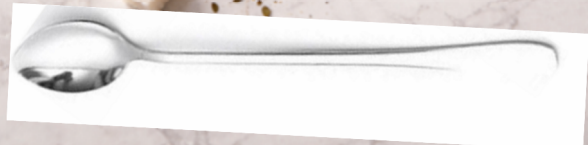
Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



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President’s Address

We had a great conference last month and we appreciate everyone’s willingness to switch from May to March.

We had so many great speakers and sponsors. We are so appreciative of the time people take to present valuable information to us.

Next month, we have another quarterly Ask an Attorney event and our monthly luncheons will continue.

Till next month!

Rachel Child
2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at ww.NUHRA.org.

<p>April 16, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>	<p>May 5, 2026 Ask an Attorney 8:00 Zoom</p>	<p>May 21, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>
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The Risky Business of AI

More and more states are enacting regulations around the use of AI, mostly to protect people from discrimination.

After having used AI, it should be obvious that it has its limitations. For one, it doesn't always get everything right. It takes the best of us a while to really hone their prompts to get anything good from AI, and even then, it must be evaluated and heavily edited. Second, and more importantly, it can't replace human judgement, emotional intelligence, and empathy – all things that are very important to an HR professional.

Based on the different state rulings, the following would be good to consider:

- Conduct a risk assessment and implement a policy for tools that use AI. This should include auditing for bias.
- Notify employees when AI is used to make decisions regarding their employment.
- Do not use AI for things that could result in illegal discrimination. Those decisions should be made carefully by a human who understands the law and the situation.

Many of the decisions HR professionals make have immediate legal consequences. Please evaluate any tools using AI carefully and always audit and edit before proceeding.

See the following resources:

https://www.sixfifty.com/blog/how-ai-legislation-in-the-us-impacts-hr-teams/?utm_source=google-ads&utm_medium=ppc&utm_campaign=nam-search-nb-dsa&utm_agid=162628503589&utm_term=&creative=700991599199&device=c&placement=&gad_source=1&gad_campaignid=21343259716&gbraid=0AAAAAC1cslLe2ArNC0or147XA1LJRlvBj&gclid=Cj0KCQjw1ZjOBhCmARIsADDuFTCgh25HVCMFmHEHVTj-3kaHX_QrUu5XH-nO8EQ3OMMyGpsP4J2pT4caAmiSEALw_wcB

https://www.hrmsworld.com/hr-ai-limitations.html?campaignid=369798861&adgroupid=23218096581&creative=97059594741&keyword=&device=c&matchtype=&campaignid=369798861&adgroupid=23218096581&creative=97059594741&keyword=&gad_source=1&gad_campaignid=369798861&gbraid=0AAAAADrT-JMwTfdXfXEbT1-P8f0027gSt&gclid=Cj0KCQjw1ZjOBhCmARIsADDuFTCaO1UGCM4vLrkD8dOR6Boy8TIHlfjiqyD_JG4pugmN6HKfrE_bhnsaAn0tEALw_wcB