

AI

IN EDUCATION:

**NEVER
WITHOUT
ETHICAL GUARDRAILS!**

**NEVER WITHOUT
CONSULTING
AND INVOLVING
THE UNION!**

8 BASIC
PRINCIPLES
FOR
UNIONS
TO DEFEND

fneeq 

Fédération nationale
des enseignantes et
des enseignants
du Québec



Proceed with caution

- Defend the precautionary principle: the risks and consequences of AI are not well understood
- Condemn the misuse of technology in schools and post-secondary institutions
- Point out the biases that can be built into AI
- Encourage the use of open-source software by educational institutions rather than private platforms



Safeguard personal information and privacy

- Implement appropriate security measures to protect personal information, in accordance with legal requirements
- Do not upload sensitive and/or confidential information about an individual to an AI tool without the individual's explicit, specific consent
- Guarantee that the use of AI does not subject any person to continuous monitoring or require anyone to be connected at all times



Respect professional autonomy

- Respect teachers' expertise, professional autonomy, collegiality and academic freedom
- Defer to teachers' professional judgment in all areas and make sure they can act in accordance with their professional responsibilities
- Respect teachers' freedom to use or not use AI tools; do not force anyone to use AI
- Resist any attempt to standardize the work of teachers by using AI



Protect the quality of jobs and well-being at work

- Resist any use of AI that would have the effect of replacing human work, making jobs more precarious, or fragmenting the work of teachers by taking away some of their duties
- Do not use AI to recruit teachers or students, or to evaluate teachers
- Do not use AI to create pressure for continuous performance or for work intensification (e.g. increasing class size)
- Promote collaboration to support creativity in the workplace rather than using technology



Act with transparency

- Inform people when AI is being used (e.g. for a decision that affects them) or when they are interacting with an AI tool, and obtain their explicit, specific consent
- Ensure that any decision or recommendation made by an AI tool is made known and can be challenged and reviewed through a clearly established process in which human beings are at the centre of any final decision
- Inform users of any operational errors, unforeseen or undesirable impacts, security breaches and/or data leaks involving an AI tool



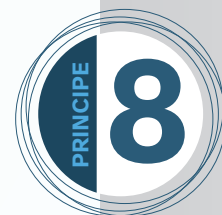
Maintain intellectual and academic integrity

- Question the pedagogical value of any use of AI and examine its impact on the learning process
- Make students aware, in a clear and transparent way, of the risks that AI poses to the quality of information
- Ensure the quality of student learning and the integrity and validity of evaluations



Uphold the primacy of human relationships in teaching

- Keep the central focus of schools and post-secondary institutions on the human being and his/her personal development
- Ensure that the use of AI does not reduce students' access to qualified staff for guidance, support, etc.
- Keep human relationships at the heart of the educational process



Support social and environmental justice

- Raise awareness among teachers and students about the ethical and responsible use of AI and the limitations of AI
- Ensure that AI tools are consistent with respect for diversity, equity and inclusion
- Advocate for development of AI that benefits all and serves to reduce social inequality and precariousness
- Stress the importance of limiting the use of AI and exercising digital restraint in light of AI's environmental impact

THIS TOOL IS BEING MADE AVAILABLE TO FNEEQ UNIONS BECAUSE:

- the Federation has seen an increase in the number of educational institutions interested in adopting a new regulatory framework (such as a charter) or amending their institutional regulations to cover the use of AI. It should be noted that some administrations will want to implement AI systems without a regulatory framework or a collegial process;

- the use of AI for hiring, teacher evaluation, support for student success and instruction is liable to have significant implications for organizational and decision-making practices in schools, colleges and universities for everyone involved;
- the potential impact on jobs, work organization and fundamental rights means unions must be involved in all decisions on AI and in the establishment of rules for the ethical and responsible use of AI, and collegial administrative bodies must play their role in the decision-making process. The FNEEQ also calls for international, national and local regulations before AI is implemented;
- the responsible, ethical, sustainable and safe use of AI in schools and post-secondary institutions must be based on a critical approach and the precautionary principle. Clear guidelines must be established around core values: humanism, collegiality, academic freedom, diversity, equity and inclusion.

TO FIND OUT MORE

- **Do you have questions about the introduction of AI at your institution?**

Local unions are the place to discuss, take action and represent the interests of teachers when it comes to the advent of AI;

Your union can count on the support of a union staff representative and the solidarity of a Regroupement that faces similar challenges.

- **Stay informed**

The FNEEQ and its Regroupements are continuing their work to develop guidelines and tools more specifically tailored to the issues faced by each level of education, particularly with regard to pedagogy and the collective agreements.