

AI ethics: What's allowed and what it asks of you

Adaptive module

~20 min

With the AI Act fully applicable, internal rules specific to each organization, and team members already using AI without always knowing what is allowed, the issue is now part of daily work. More than a reminder of the regulations, this module brings together the three frameworks that apply, gives four habits for handling data, and reverses the question: AI is not just a subject of ethics; it also pushes us to be more rigorous.

LEARNING OBJECTIVES

- 01 Identify the three frameworks for AI use: the UNESCO standard, regional regulations such as the AI Act, and your organization's internal AI policy.
- 02 Protect your organization's data by identifying the risks of shadow AI and prompt leakage.
- 03 Adopt four habits: know the AI policy, set limits on the data you share, use only approved tools, and oversee sensitive decisions.
- 04 Use AI to drive higher standards: clear requests, transparency, fairness, critical thinking, and more collective decisions.

WHO IT'S FOR

Managers and team members who use AI every day and want to know what they can share, produce, and decide.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

- 1 **Self-assessment:** on 9 dimensions, to gauge current habits and guide the practice.
- 2 **Expert video:** 10 minutes, with 3 pauses for reflection.
- 3 **Practice scenarios:** the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
- 4 **Dated commitment:** one action to try, written by the learner or picked from the suggestions.
- 5 **Memo to download:** key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

Yohan is a housing officer at a student residence. His manager asks him to notify, tomorrow, the top 40 of the 200 applicants ranked by the AI-powered allocation software that they have a place. The software doesn't read attachments, and about ten of them mention a disability or a family breakdown. What does Yohan do?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Human in the loop – a recognized concept in AI governance
- AI ethics structured in 3 frameworks (global, regional, internal) – Afthonios method
- Shadow AI and prompt leakage – recognized cybersecurity concepts

SOURCES & REFERENCES

- UNESCO – Recommendation on the Ethics of Artificial Intelligence (2021), the only international standard to date
- European AI Act – Article 50, transparency obligations for AI-generated content, compliance by 2 August 2026
- O.C. Tanner – Global Culture Report 2026, "Transparency Revisited": the link between organizational transparency and trust/performance
- European Commission (2026) – Article 50 of the AI Act and transparency obligations