

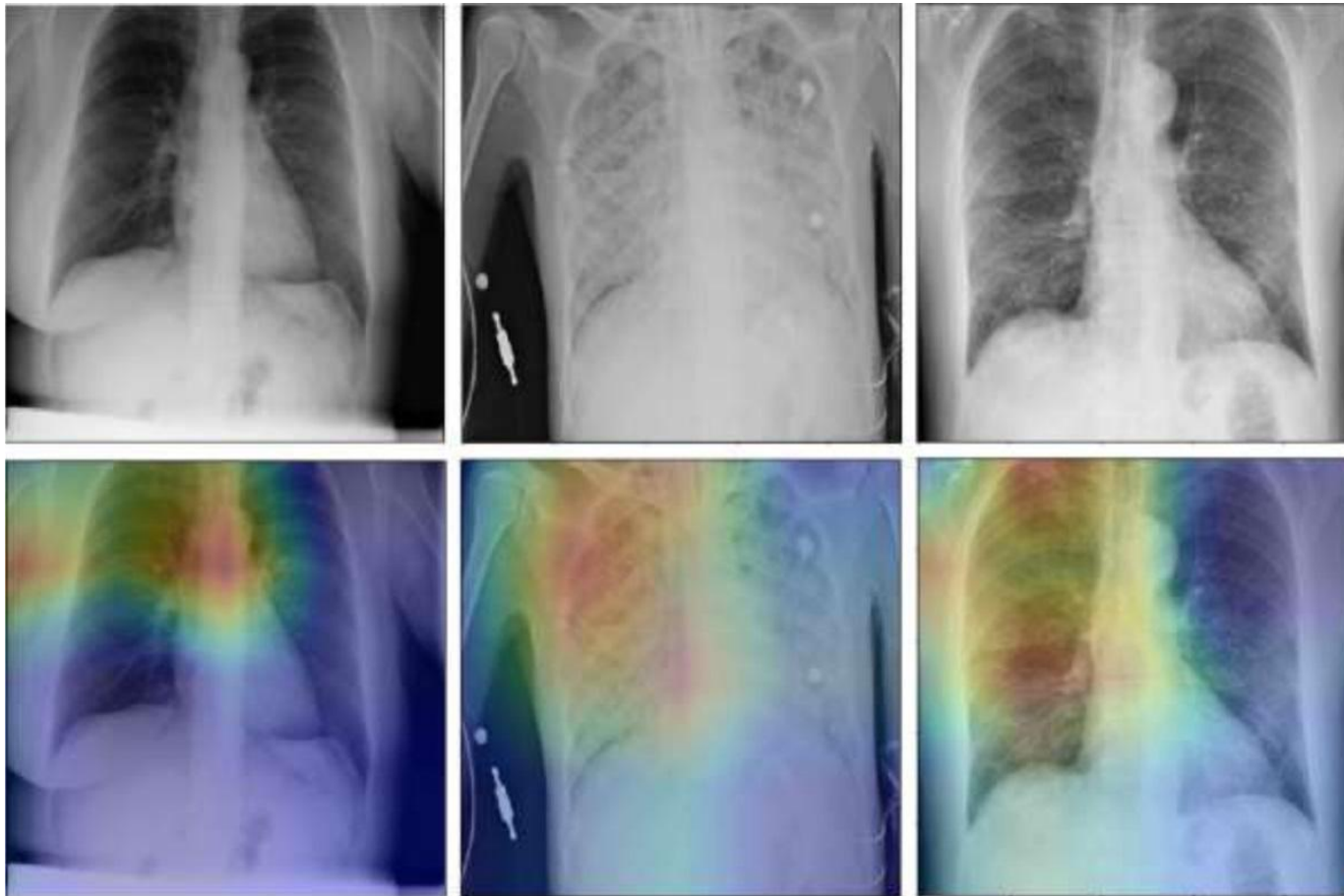
# Legal Framework

Lina Höck, Robert Haase

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# Chapter 1: Ethics, Benefits and Risks

# Chapter 1: Ethics, Benefits and Risks



## Comparison of Accurate X-Ray Image Analysis for COVID-19

- **AI-assisted analysis: 97%**
- **Conventional analysis by radiologists: 53%**

Image: Inselspital – Universitätsspital Bern. "KI-Röntgenbildanalyse erkennt Covid-19 zuverlässiger." URL: <https://www.insel.ch/de/aktuell/aktuelles/details/news/ki-roentgenbildanalyse-erkennt-covid-19-zuverlaessiger>  
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# Chapter 1: Ethics, Benefits and Risks

## COMPAS („Correctional Offender Management Profiling for Alternative Sanctions“)

An algorithm that uses 137 characteristics to calculate the **probability of whether an offender will reoffend or not.**

Judges in the U.S. use COMPAS, among other things, to decide whether someone should be released on **probation** or remain in **custody.**

The algorithm is proprietary, so it is unknown exactly how it works. COMPAS is a black box.

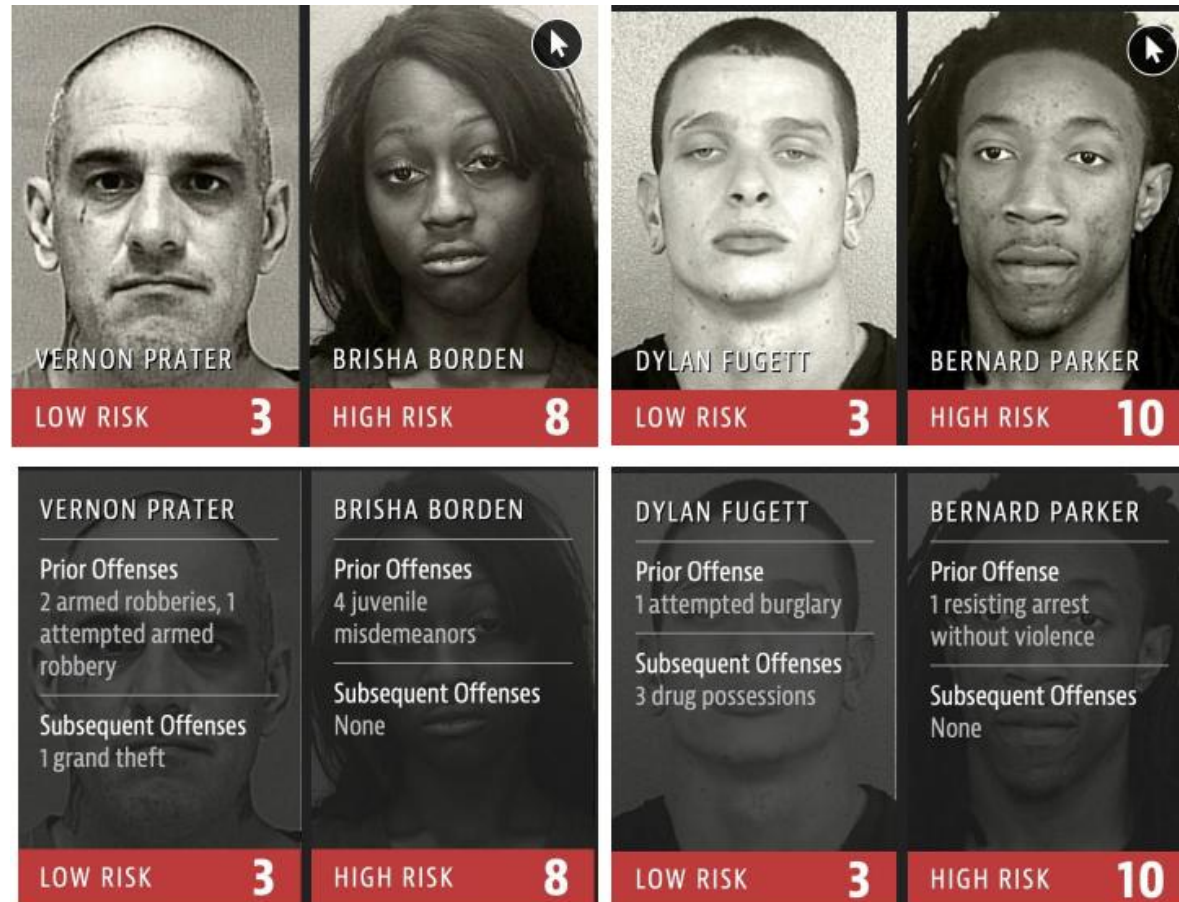


Image: Angwin, J., Larson, J., Mattu, S., & Kirchner, L. "Machine Bias: Risk Assessments in Criminal Sentencing." URL: <https://www.propublica.org/article/machine-bias-risk-assessments-in-criminal-sentencing>  
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# Chapter 1: Ethics, Benefits and Risks

## Benefits of AI:

- Improvement of everyday processes in both personal and professional contexts
- Creation of new opportunities for freedom through innovative technologies (e.g., autonomous driving)

## Risks of AI:

- **Individual Harms**
  - **Bias** and discrimination
  - Civil rights and privacy concerns
- **Societal Harms**
  - Group Discrimination
  - Mass Surveillance
  - Collapse of shared reality (liar's dividend, epistemic crisis, post truth era)
- **Environmental Harms**
- **Organizational Harms**

# Chapter 1: Ethics, Benefits and Risks

➔ **Legal regulation** as a tool to **amplify the benefits** and **mitigate risks**

**EU Approach**



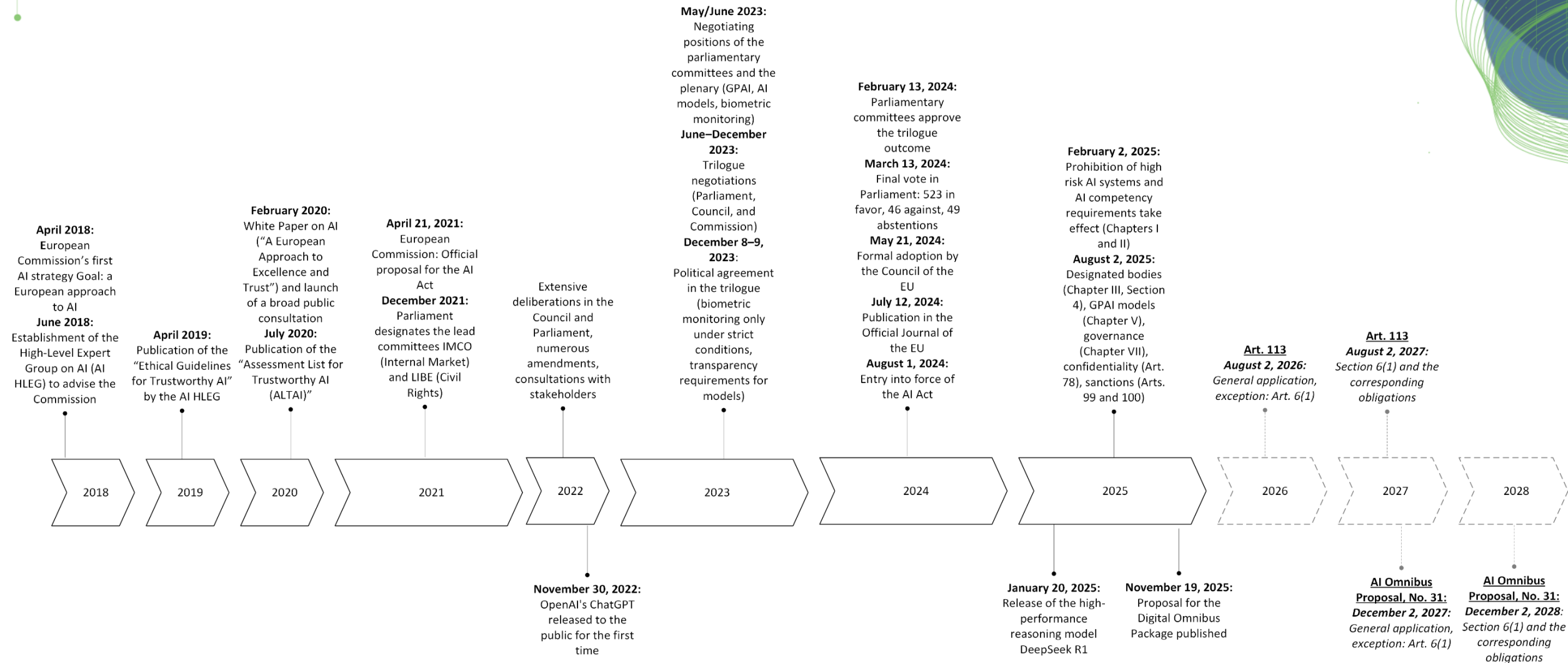
Value-based AI

**“human centric and trustworthy”**

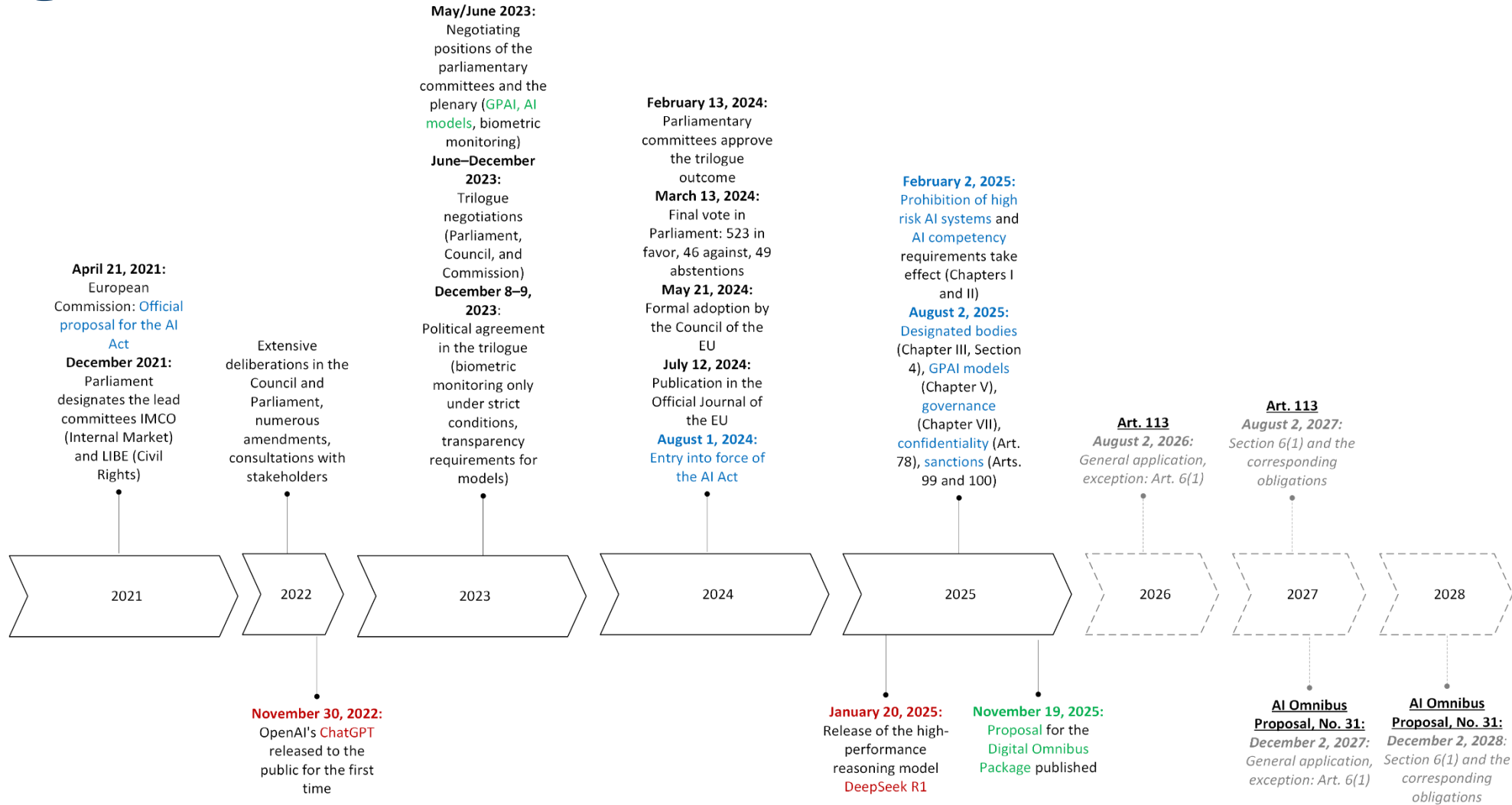
(Rec. 1)

# Chapter 2: Introduction to the AI Act

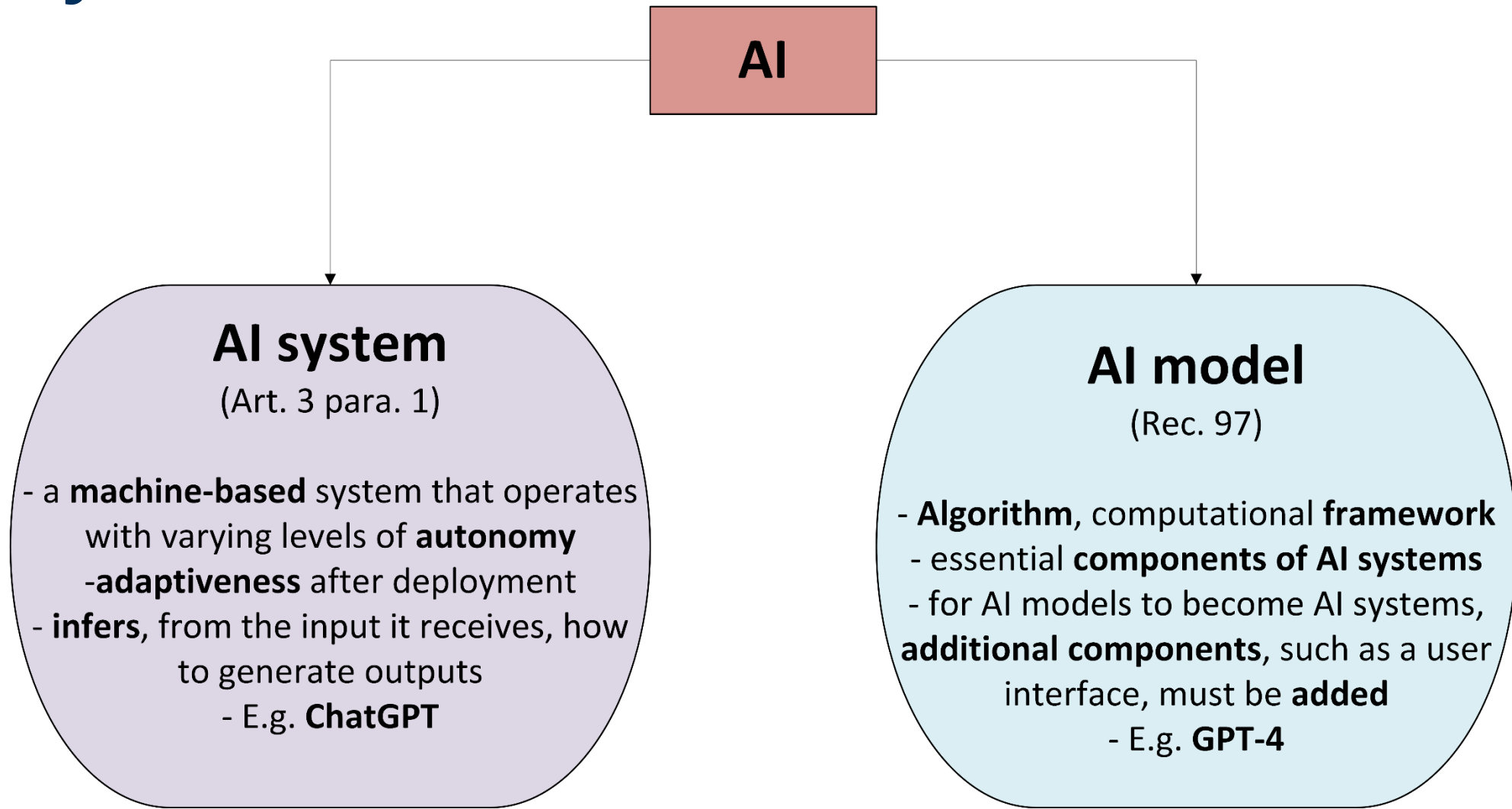
# AI Act - Timeline



# Regulation (EU) 2024/1689



# AI system vs. AI model

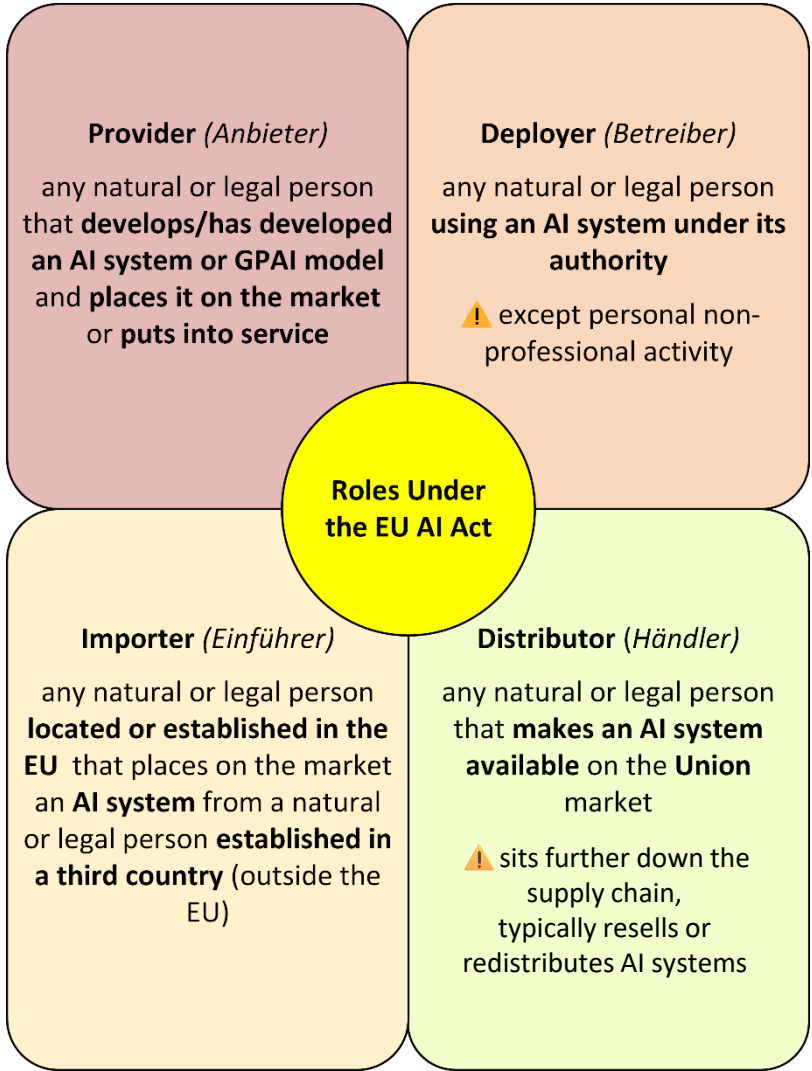


# Roles under the AI Act

**OpenAI** develops GPT-4 and makes it available in the EU

A **university develops its own AI system** for student counselling and makes it available to other universities

An **EU-based company** brings a Chinese AI-powered surveillance camera system into the EU



A **university purchases** a commercial AI plagiarism detection tool and uses it

A **university uses Microsoft Copilot** for administrative tasks

A **Greek subsidiary** of a German company markets an AI system in Greece that was imported into the EU by the German parent company

# Quiz: Roles under the AI Act

I am...?

Provider



Deployer



Importer or  
Distributor



User/ Affected  
Person



# Scope of the AI Act

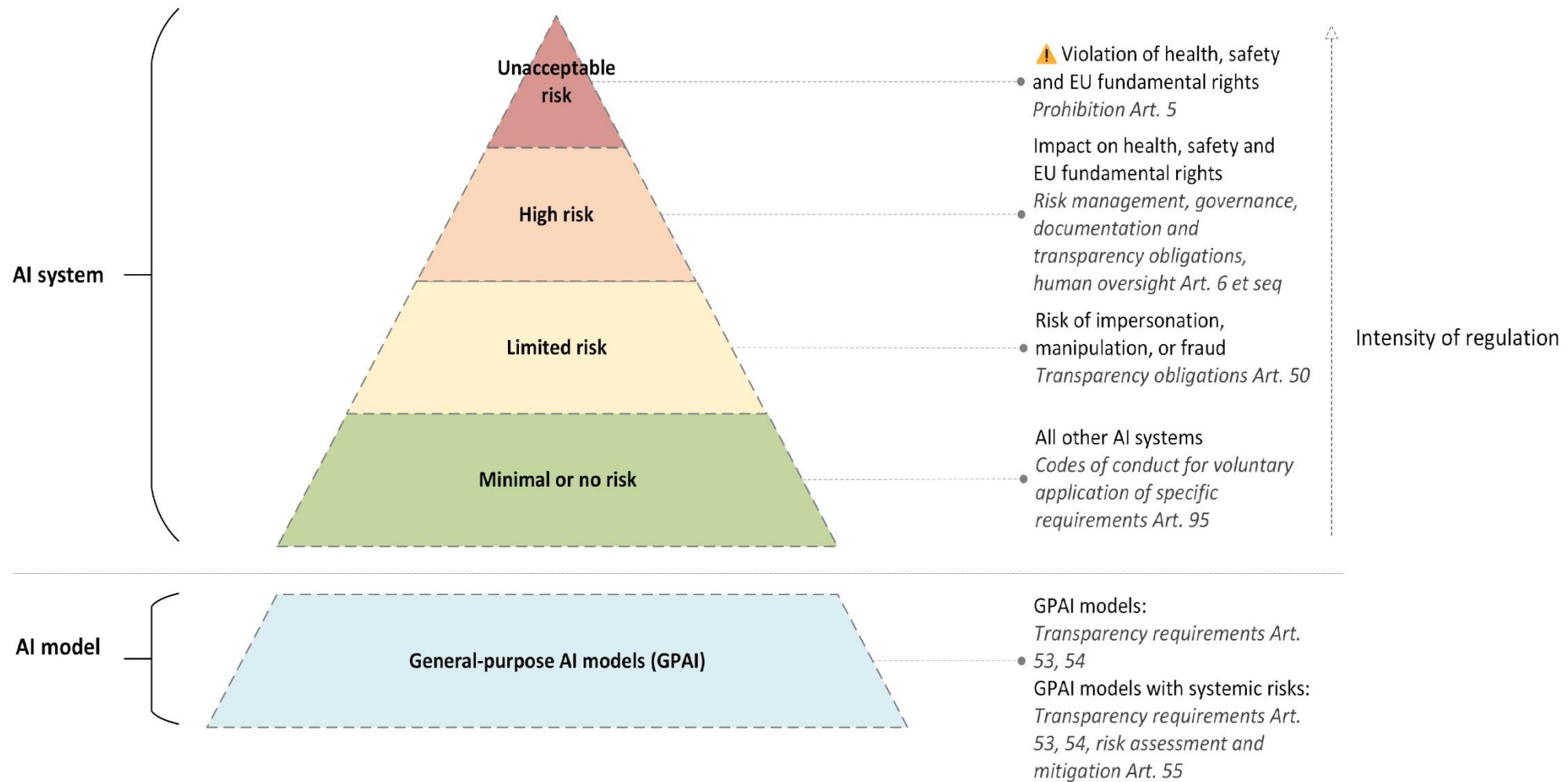
Article 2

## Scope

1. This Regulation applies to:
  - (a) providers placing on the market or putting into service AI systems or placing on the market general-purpose AI models in the Union, irrespective of whether those providers are established or located within the Union or in a third country;
  - (b) deployers of AI systems that have their place of establishment or are located within the Union;
  - (c) providers and deployers of AI systems that have their place of establishment or are located in a third country, where the output produced by the AI system is used in the Union;
  - (d) importers and distributors of AI systems;
  - (e) product manufacturers placing on the market or putting into service an AI system together with their product and under their own name or trademark;
  - (f) authorised representatives of providers, which are not established in the Union;
  - (g) affected persons that are located in the Union.

→ AI Act applies **regardless of the provider's place** of establishment as soon as an AI system is **made available in the EU**

# Risk based approach



# Unacceptable Risk



⚠ Violation of health, safety  
and EU fundamental rights  
*Prohibition Art. 5*

- **Manipulation**

= impairing the ability to make informed decisions, reasonably likely resulting in significant harm

- **Exploitation of vulnerability (age, disability, or social/economic situation)**

= distorting the behaviour, reasonably likely resulting in significant harm

- **Social Scoring**

= classifying natural persons based on their social behavior or personal characteristics likely leading to unfavourable treatment

- **Predictive criminal risk assessment**

= assessing the risk of whether a person will commit a criminal offence

✓ **Permitted** when AI merely supports a human assessment that is based on objective, verifiable facts

# Unacceptable Risk



⚠ Violation of health, safety and EU fundamental rights  
*Prohibition Art. 5*

- **Untargeted facial image collection**

= create or expand facial recognition databases through untargeted scraping of facial images from the internet or surveillance footage

- **Emotion recognition in the workplace / educational institutions**

= infer emotions of a natural person

✓ **Permitted** for medical or safety reasons

- **Biometric categorization** of sensitive characteristics

= to infer race, political opinions, trade union membership, religion, sex life, or sexual orientation

✓ **Permitted** when labelling/filtering of lawfully acquired biometric datasets + law enforcement

- **Real-time remote biometric identification**

✓ **Permitted** for targeted search for victims, prevention of danger, law enforcement

# Quiz: Roles under the AI Act

## Unacceptable Risk?



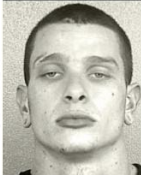

 VERNON PRATER LOW RISK 3	 BRISHA BORDEN HIGH RISK 8	 DYLAN FUGETT LOW RISK 3	 BERNARD PARKER HIGH RISK 10
VERNON PRATER Prior Offenses 2 armed robberies, 1 attempted armed robbery Subsequent Offenses 1 grand theft LOW RISK 3	BRISHA BORDEN Prior Offenses 4 juvenile misdemeanors Subsequent Offenses None HIGH RISK 8	DYLAN FUGETT Prior Offense 1 attempted burglary Subsequent Offenses 3 drug possessions LOW RISK 3	BERNARD PARKER Prior Offense 1 resisting arrest without violence Subsequent Offenses None HIGH RISK 10

Image: Angwin, J., Larson, J., Mattu, S., & Kirchner, L. "Machine Bias: Risk Assessments in Criminal Sentencing." URL: <https://www.propublica.org/article/machine-bias-risk-assessments-in-criminal-sentencing>

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No



Yes



Other



# Quiz: Roles under the AI Act

Using AI in Zoom meetings to monitor employee attention and fatigue?

Unacceptable Risk?

No



Yes



Other



# Quiz: Roles under the AI Act

Using AI in Zoom meetings to monitor employee attention and fatigue?

Unacceptable Risk?

Rec. 18:

[...] refers to **emotions** or intentions such as **happiness, sadness, anger, surprise, disgust, embarrassment, excitement, shame, contempt, satisfaction and amusement**.

It does **not** include **physical states**, such as pain or fatigue

# Unacceptable Risk

## Obligations: Art. 5

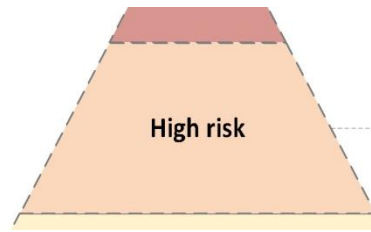
- **Everyone:**
  - ⚠️ Prohibition ⚠️

# High Risk

A system is high risk, if:

## 1. **Option:** (cumulative)

- a. The AI system is a component or product listed in **Annex I**
- b. The product or the AI system must undergo a third-party **conformity assessment**



Impact on health, safety and  
EU fundamental rights  
*Risk management, governance,  
documentation and  
transparency obligations,  
human oversight Art. 6 et seq*

# Quiz: Roles under the AI Act

High Risk?

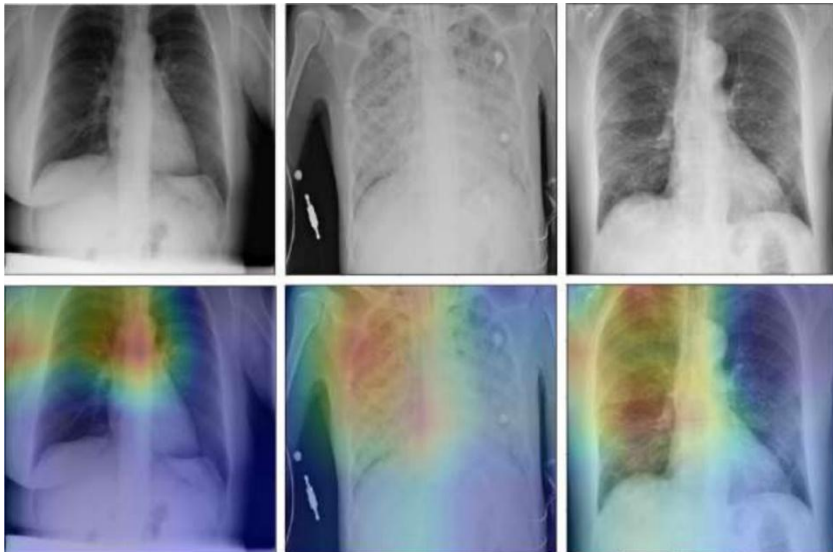


Image: Inselspital – Universitätsspital Bern. "KI-Röntgenbildanalyse erkennt Covid-19 zuverlässiger." URL: <https://www.insel.ch/de/aktuelles/aktuelles/details/news/ki-roentgenbildanalyse-erkennt-covid-19-zuverlaessiger>  
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No

Yes

Other



# High Risk

## 1. Option: (cumulative)

a. The AI system is a component or product listed in [Annex I](#)

b. The product or the AI system must undergo a third-party **conformity assessment**

### ANNEX I

#### List of Union harmonisation legislation

##### Section A. List of Union harmonisation legislation based on the New Legislative Framework

11. Regulation (EU) 2017/745 of the European Parliament and of the Council of 5 April 2017 on medical devices, amending Directive 2001/83/EC, Regulation (EC) No 178/2002 and Regulation (EC) No 1223/2009 and repealing Council Directives 90/385/EEC and 93/42/EEC (OJ L 117, 5.5.2017, p. 1);

“Software intended to provide information used to make **decisions for diagnostic or therapeutic purposes** falls under **Category IIa**”

**Category IIa:** generally subject to a **conformity assessment**

# High Risk

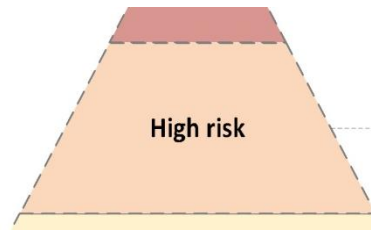
A system is high risk, if:

## 1. Option: (cumulative)

- a. The AI system is a component or product listed in **Annex I**
- b. The product or the AI system must undergo a third-party **conformity assessment**

## 2. Option :

- a. The AI systems is listed in [Annex III](#)



Impact on health, safety and  
EU fundamental rights  
*Risk management, governance,  
documentation and  
transparency obligations,  
human oversight Art. 6 et seq*

# Quiz: Roles under the AI Act

Using AI to determine admission to university ?

High Risk?

No



Yes



Other



# High Risk

## 2. Option:

- a. The AI systems is listed in **Annex III**

### ANNEX III

#### High-risk AI systems referred to in Article 6(2)

3. Education and vocational training:
  - (a) AI systems intended to be used to determine access or admission or to assign natural persons to educational and vocational training institutions at all levels;
  - (b) AI systems intended to be used to evaluate learning outcomes, including when those outcomes are used to steer the learning process of natural persons in educational and vocational training institutions at all levels;
  - (c) AI systems intended to be used for the purpose of assessing the appropriate level of education that an individual will receive or will be able to access, in the context of or within educational and vocational training institutions at all levels;
  - (d) AI systems intended to be used for monitoring and detecting prohibited behaviour of students during tests in the context of or within educational and vocational training institutions at all levels.

# High Risk

## Obligations: Art. 6 et seq

- **Provider:** (Art. 6-22)
  - Risk management system, Quality management system
  - Data governance
  - Technical documentation, Record-keeping, Documentation
  - Transparency (e.g. instructions for use)
  - Human oversight
  - Accuracy, robustness and cybersecurity ...
- **Deployer:** (Art. 26)
  - Use systems in accordance with the instructions for use
  - Human oversight

# Limited Risk



Risk of impersonation,  
manipulation, or fraud  
•  
*Transparency obligations Art. 50*

= AI systems, which are not high/unacceptable risk, **intended to interact directly with natural persons** (e.g. chatbots, AI systems that produce synthetic media)

**Obligations:** Transparency requirements (Art. 50)

- **Provider:**

- ensure that chatbots are identifiable
- that synthetic audio, image, video, or text content is labeled and can be recognized as artificially generated or manipulated

- **Deployer:**

- provide information if they operate an emotion recognition system or a system for biometric categorization
- “deepfakes” must be disclosed

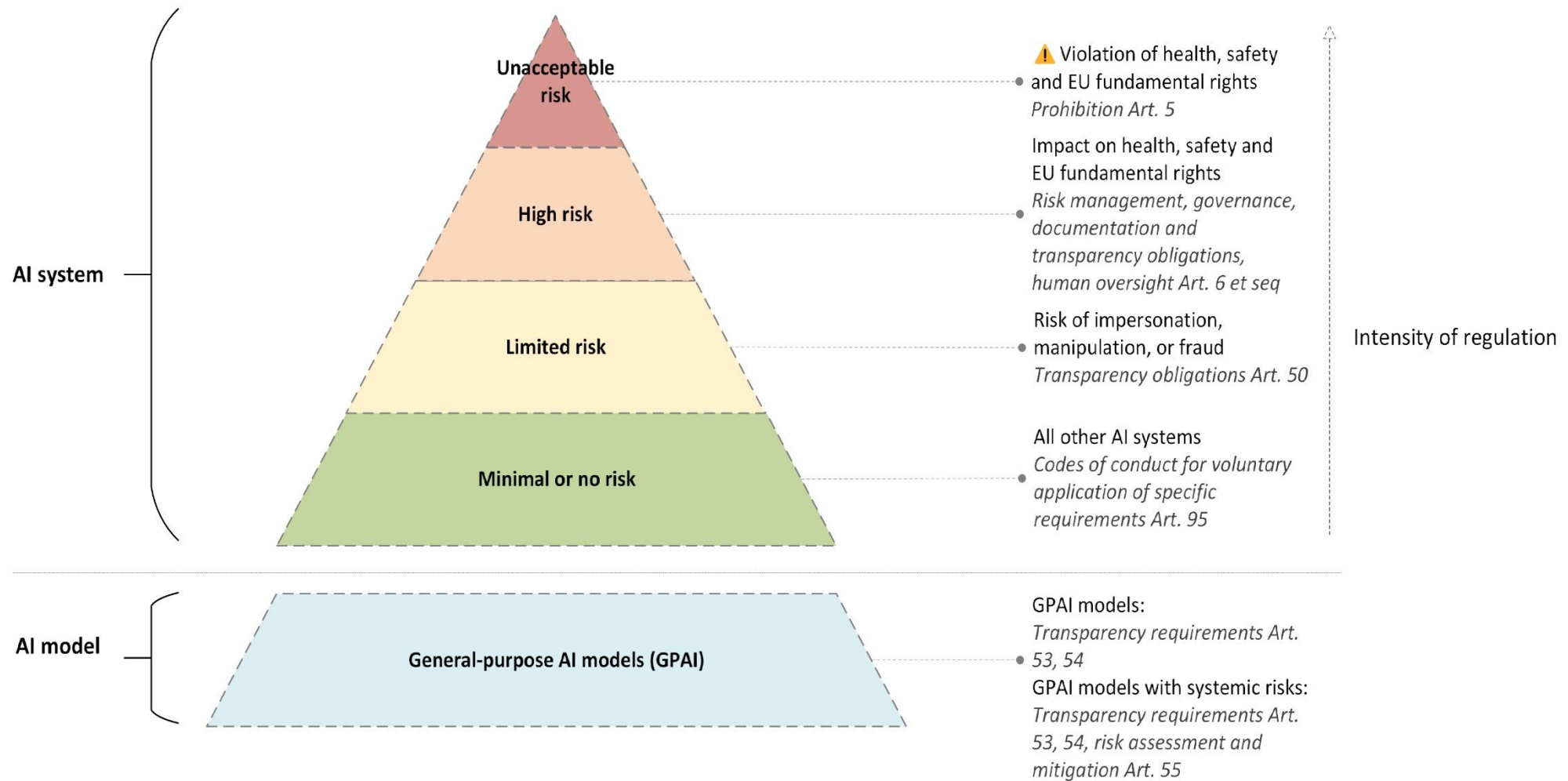
# No Risk

Minimal or no risk

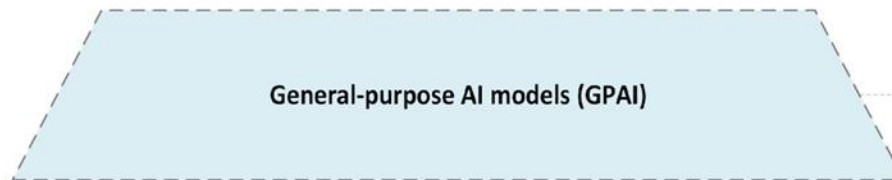
All other AI systems  
*Codes of conduct for voluntary  
application of specific  
requirements Art. 95*

- All other AI systems
  - AI-powered music recommendation (Spotify's Discover Weekly)
  - AI-generated art tools for personal/hobby use
  - Spam filters
  - Smart search suggestions
  - AI-generated summaries
  - AI-powered language translation (DeepL for non-critical content)
  - ...
- **No obligations, only voluntary compliance (Art. 95)**

# Risk based approach



# AI Models



- GPAI models:  
*Transparency requirements Art. 53, 54*
- GPAI models with systemic risks:  
*Transparency requirements Art. 53, 54, risk assessment and mitigation Art. 55*

## General-Purpose AI Models (GPAI)

Art. 53, 54

- Trained with a large amount of data
- Display significant generality (capable of competently performing a wide range of distinct tasks)
- Can be integrated into a variety of downstream AI systems or applications

## GPAI Models with Systemic Risk

Art. 53, 54 + 55

- **Ex lege:** "high-impact capabilities"
  - presumed, when the cumulative amount of computation used for its training is greater than **10<sup>25</sup> FLOPs** (floating point operations)
- **Ex officio:** decision of the Commission

# AI Models

## Obligations (for providers)

### General-Purpose AI Models (GPAI)

Art. 53, 54

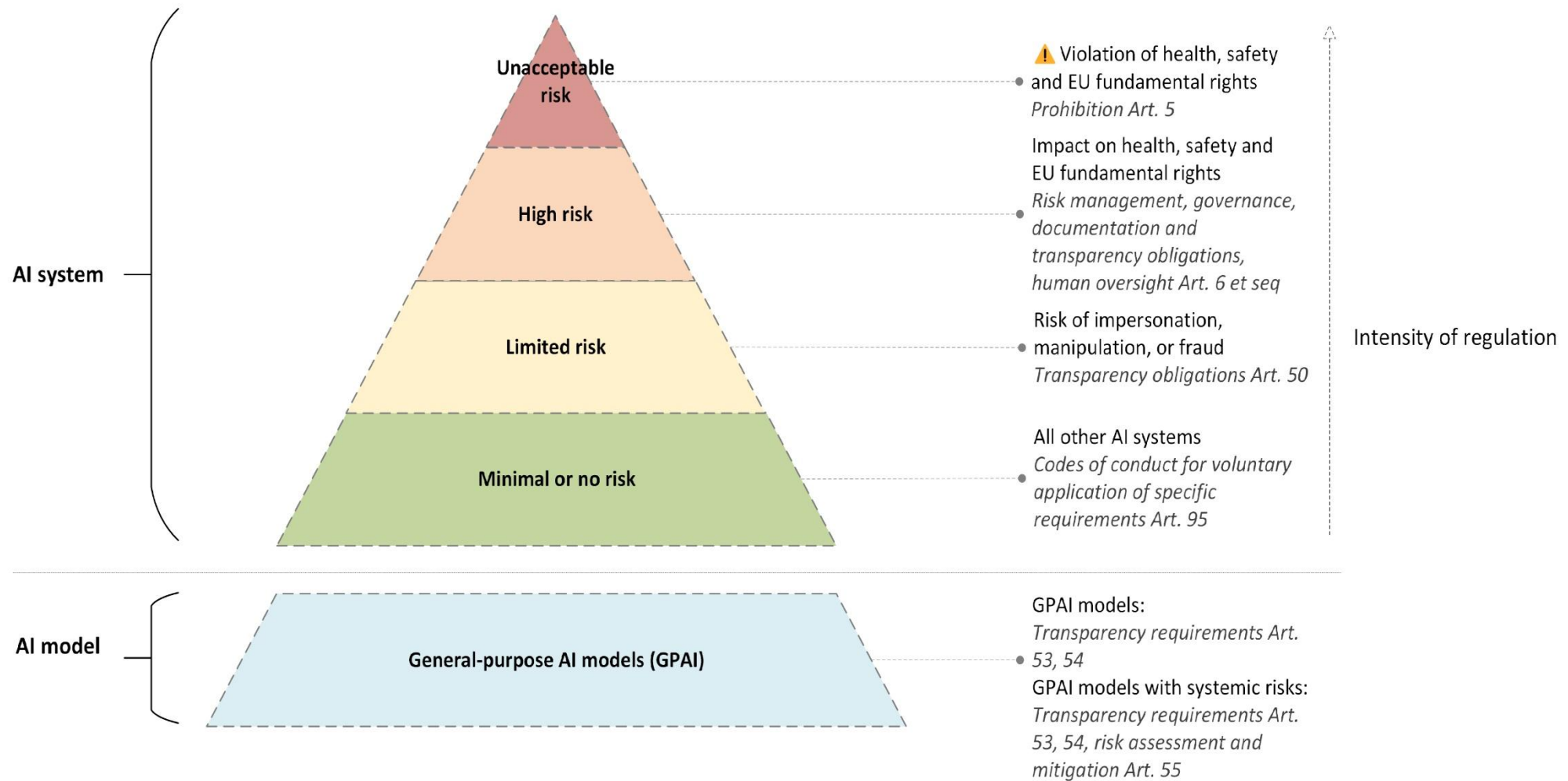
- Technical documentation
- Training data summary
- Copyright compliance
- Transparency
- ...

### GPAI Models with Systemic Risk

Art. 53, 54 + 55

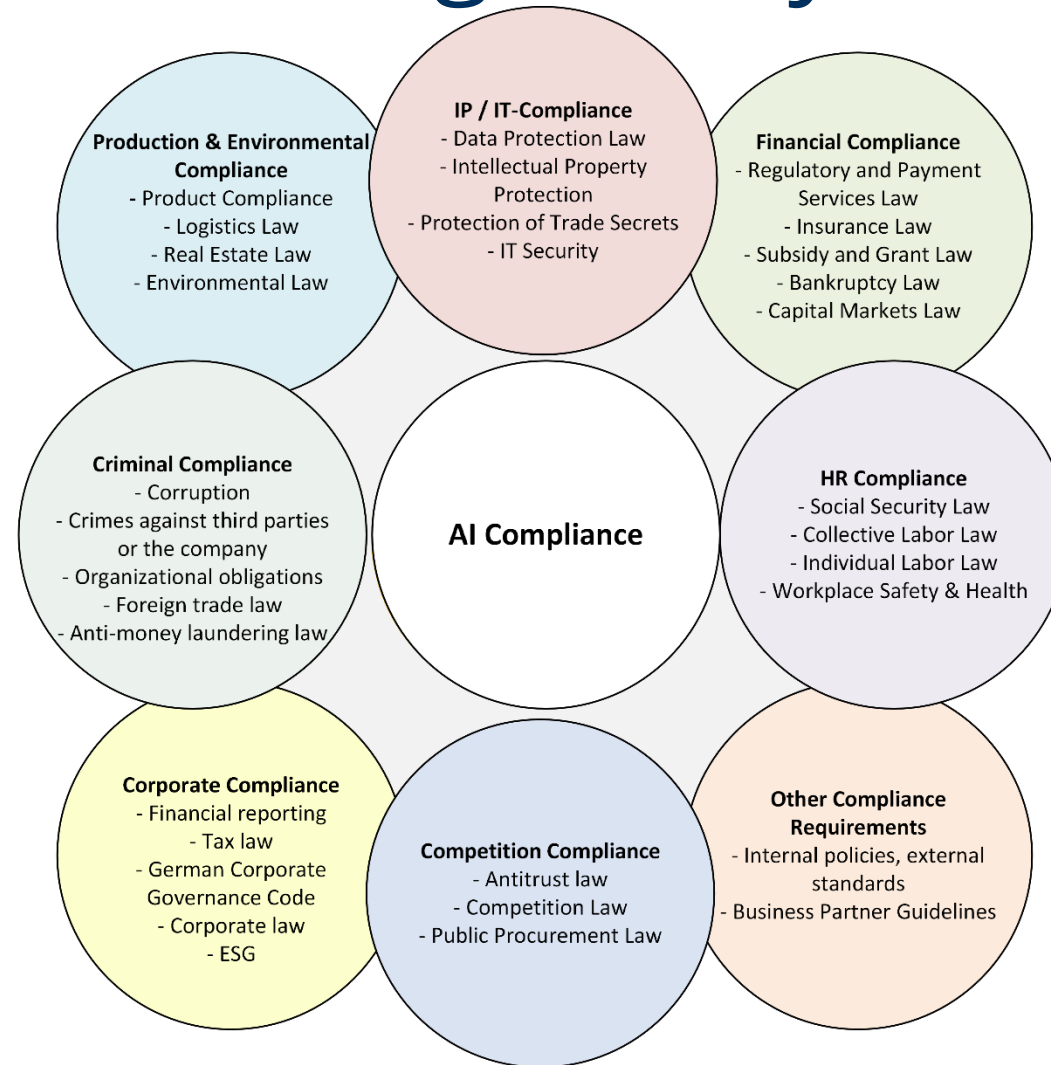
- Model evaluation
- Systemic risk assessment & mitigation
- Incident tracking & reporting
- Cybersecurity
- ...

# Risk based approach



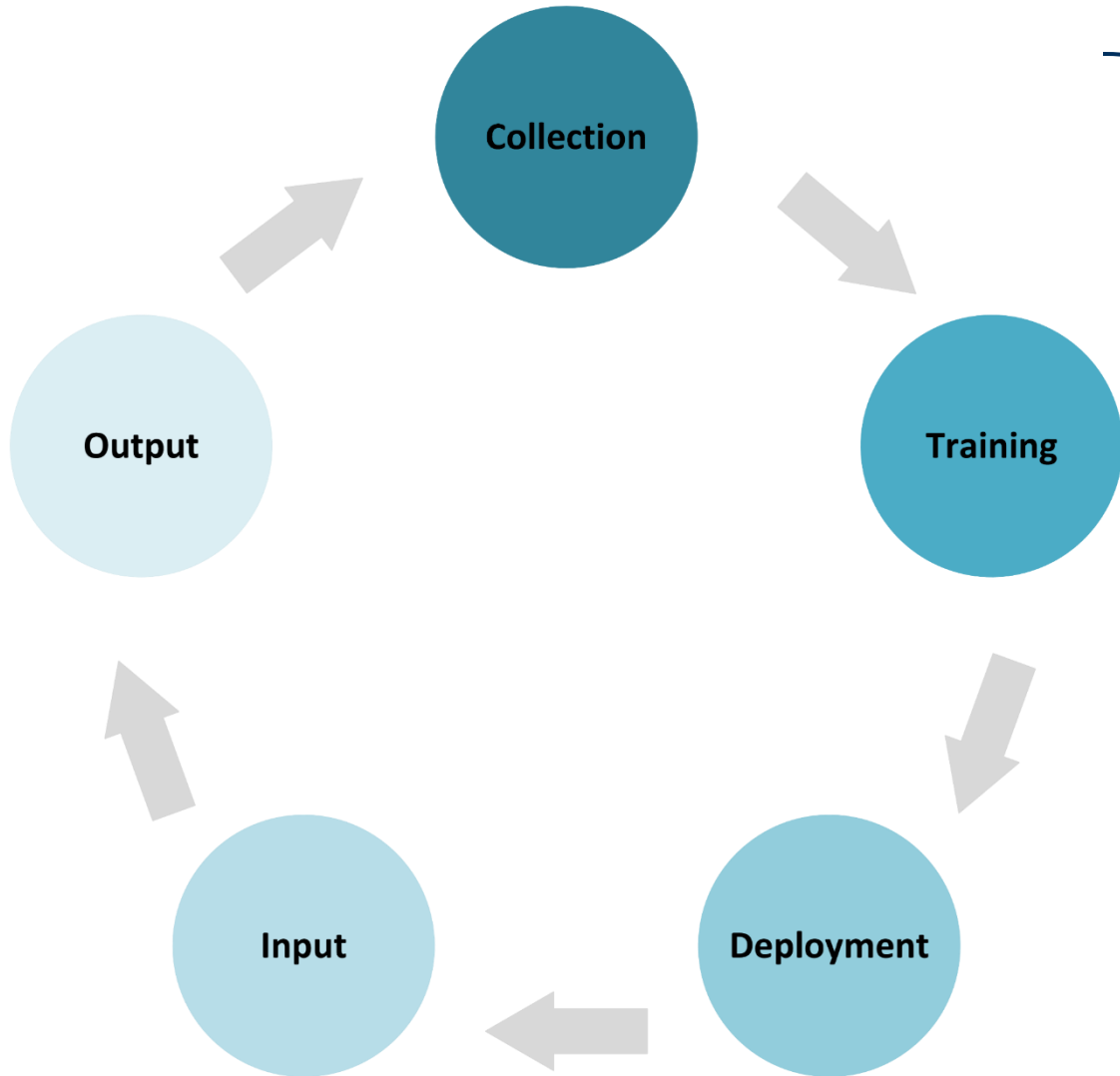
# Chapter 3: Other Regulatory Framework

# Chapter 3: Other Regulatory Framework



# AI & Copyright

# Five Phases of AI Data Processing



- **Copyright** protects **original intellectual (human made) creations** (= works)
- **Copyright holder** has **exclusive right to use the work + allow others to use the work** + determine under what **conditions**
- ⚠ under certain conditions **exceptions** of the German Copyright Act **permit the use** of others' works **without their permission**



**Permission or exception** for every data processing step necessary

# Quiz: AI and Copyright

I want to scrape my university's website to use as a database to train my AI model? Is this allowed?

No



Yes



Other



# (German) Copyright - AI Training

<https://tu-dresden.de/robots.txt>

```
User-agent: *
Disallow: /@search$
Disallow: /@search?
Disallow: /*@search$
Disallow: /*@search?
Disallow: /search$
Disallow: /search?
Disallow: /*/search$
Disallow: /*/search?
Disallow: /RSS$
Disallow: /RSS?
Disallow: /*/RSS$
Disallow: /*/RSS?
Disallow: /rss.xml$
Disallow: /rss.xml?
Disallow: /*/rss.xml$
Disallow: /*/rss.xml?
Disallow: /atom.xml$
Disallow: /atom.xml?
Disallow: /*/atom.xml$
Disallow: /*/atom.xml?
Disallow: /ics_view$
Disallow: /ics_view?
Disallow: /*/ics_view$
Disallow: /*/ics_view?
Disallow: /Shibboleth.sso/
```

creation of an AI training dataset

**Sec. 44b**  
**Text and data mining**  
Act on Copyright and Related Rights  
(Urheberrechtsgesetz – UrhG)

**Sec. 60d**  
**Text and data mining for scientific research purposes**  
Act on Copyright and Related Rights  
(Urheberrechtsgesetz – UrhG)

- ✓ **Reproduce lawfully accessible works**
- ✓ **Copies are to be deleted** when no longer needed
- ✓ **No machine-readable usage restriction**

- ✓ **Reproduce lawfully accessible works**
- ✓ **Scientific** research purposes
- ✓ **Research organisations**

# Quiz: AI and Copyright

I want to scrape my university's website to use as a database to train my AI model? Is this allowed?

No



Yes



Other



# First landmark rulings in Germany (as of 03.2026)

## 1. Hamburg Higher Regional Court

[LG Hamburg, Urteil vom 27.09.2024 - 310 O 227/23](#) & [OLG Hamburg, 10.12.2025 - 5 U 104/24](#)

## 2. Munich Regional Court

[LG München I, 11.11.2025 - 42 O 14139/24](#)

**Parties:** Photographer (Plaintiff) vs. LAION e.V. (Defendant)

**Outcome:** The defendant's use of the photograph is permitted under copyright exceptions (Sections 44b, 60d of the German Copyright Act).

**Content:**

The defendant makes a dataset of image-text pairs publicly available free of charge for the purpose of training generative AI models. The dataset contains hyperlinks to publicly accessible images on the internet as well as additional information about the images, including image descriptions (alt text) and metadata. Use of a photograph by the plaintiff in the freely accessible AI training dataset LAION 5B

**Legal reasoning of the court:**

- **§ 44b UrhG does apply:** The automated **analysis** and **reproduction** of the photo **for the creation of an AI training dataset** falls under the TDM exception. At the time of the download, the **usage restriction** on the image provider's website was not **machine-readable**
- **§ 60d UrhG:** The creation of the dataset served **scientific research purposes**. Even if the dataset may later be used by commercial entities, the research purpose remains decisive as long as there is no controlling influence by private companies.

# First landmark rulings in Germany (as of 03.2026)

## 1. Hamburg Higher Regional Court

[LG Hamburg, Urteil vom 27.09.2024 - 310 O 227/23 & OLG Hamburg, 10.12.2025 - 5 U 104/24](#)

## 2. Munich Regional Court

[LG München I, 11.11.2025 - 42 O 14139/24](#)

**Parties:** GEMA (Plaintiff) vs. OpenAI (Defendant)

**Outcome:** GEMA wins, OpenAI must cease and desist, provide information, and pay damages

**Details:**

- **OpenAI trained ChatGPT using** nine well-known German **song lyrics** (including "Atemlos," "Männer," and "Über den Wolken"). These song lyrics **can be retrieved almost verbatim using simple prompts**. OpenAI denied having stored the lyrics and argued that the model "only learns, it does not store."

**Legal reasoning of the court:**

- Retention of information affirmed: The court relies on IT research and finds that **training data (song lyrics) are permanently stored in the model parameters**. The reproducibility of the lyrics rules out coincidence.
- **§ 44b UrhG** does not apply: The exception permits **only preparatory analytical steps**, but **not permanent reproductions within the model**. Analogous application was rejected.

# (German) Copyright – Input & Output

## Input

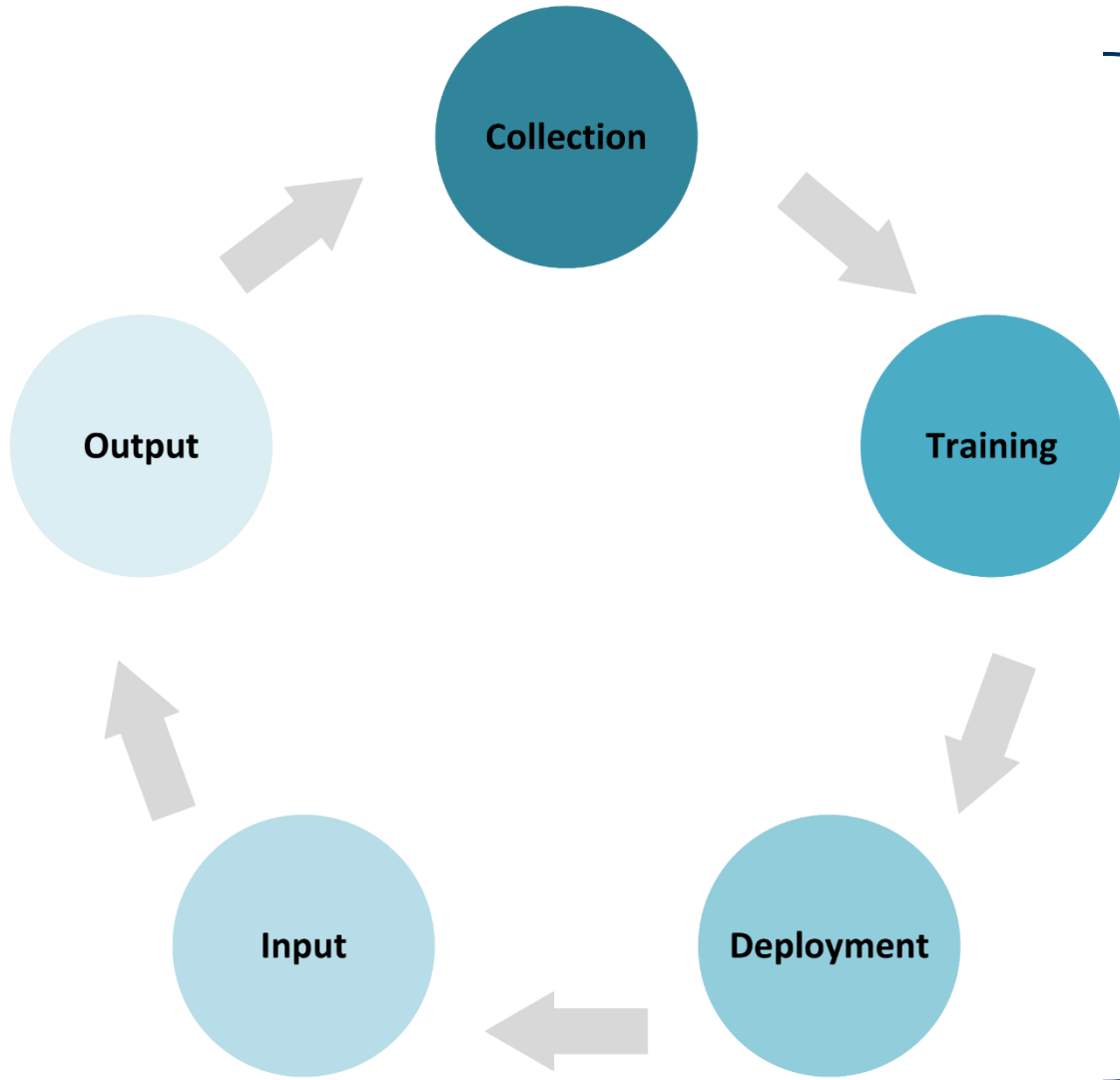
- Do not upload copyrighted works created by others!
  - ⚠️ **Reproduction** (Sec. 16 German Copyright Act)
- ➡️ Use only own works or works with a free license
- ➡️ Formulate prompts such as: “Generate ... in the style of ...”

## Output

- AI-generated output is **not protected** by copyright
  - ! Copyfraud (Sec. 97 German Copyright Act)
- Disclosure requirement:
  - University guidelines
  - Art. 50 (4)
- Review output (copyright infringement?)
  - Option: Teuken 7B

# AI & Data Protection

# Five Phases of AI Data Processing



Any information relating to an **identified or identifiable** individual is protected under the **GDPR**



**Legal basis** for every data processing step necessary



# Legal Basis (EU law)

## ✓ **Consent** (Art. 6 para. 1 lit. a GDPR)

⚠ Informed, freely given, and explicit. Challenging for large-scale training data collection; revocability poses risks to AI functionality

## ✓ Performance of a **Contract** (Art. 6 para. 1 lit. b GDPR)

⚠ Limited to processing necessary for contract performance; cannot cover third-party data

## ✓ Compliance with a **legal obligation** (Art. 6 para. 1 lit. c GDPR)

⚠ Narrow scope; no discretion for the controller

⚠ For public bodies, requires additional national legal basis

# Legal Basis (EU law)

✓ Protection of **vital interests** (Art. 6 para. 1 lit. d GDPR)

⚠ Only for emergency/life-threatening situations; not for training

✓ Performance of a task carried out in the **public interest** or in the exercise of **official authority** (Art. 6 para. 1 lit. e GDPR)

⚠ **Legitimate interests**, Art. 6 para. 1 lit. f GDPR)

✗ **NOT** for **public authorities**

➔ Art. 6 para. 1 sub para. 2 DSGVO: „**Point (f)** of the first subparagraph **shall not apply** to processing carried out by **public authorities** in the performance of their tasks”

# Legal Basis for special categories of personal data (EU law)

- ✓ **Consent** (Art. 9 para. 2 lit. a GDPR)
- ✓ Necessary for employment... (Art. 9 para. 2 lit. b GDPR)
- ✓ Vital interests (Art. 9 para. 2 lit. c GDPR)
- ✓ Data **made public by the data subject** (Art. 9 para. 2 lit. e GDPR)
- ✓ Archiving purposes in the public interest, **scientific** or historical research **purposes** (Art. 9 para. 2 lit. j GDPR) → § 27 Federal Data Protection Act (BDSG)

# Quiz: AI and Data Protection

I want to use tweets about political opinions to train my AI model.

Am I allowed to?

No



Yes



Other



# Legal Basis (state law)

General clause for **public authorities (§ 4 DSAG LSA)**

⚠ can only support **low-intensity processing**  
= minimal impact on the rights and freedoms of the data subjects

Baden-Württemberg  
Landesdatenschutzgesetz  
(LDSG)  
Vom 12. Juni 2018 \*

§ 3a  
Nutzung von KI-Systemen

Die Nutzung von KI-Systemen zur Verarbeitung personenbezogener Daten ist unbeschadet sonstiger Bestimmungen zulässig, wenn die Voraussetzungen für die Verarbeitung der personenbezogenen Daten als solche gegeben sind.

Gesetz zur Ausfüllung der Verordnung (EU) 2016/679 und zur Anpassung des allgemeinen Datenschutzrechts in Sachsen-Anhalt  
(Datenschutz-Grundverordnungs-Ausfüllungsgesetz Sachsen-Anhalt - DSAG LSA)  
Vom 18. Februar 2020<sup>\*1)</sup>

§ 4  
Zulässigkeit der Verarbeitung  
personenbezogener Daten

Die Verarbeitung personenbezogener Daten ist zulässig, soweit sie erforderlich ist zur Erfüllung

1. einer rechtlichen Verpflichtung, der der Verantwortliche unterliegt, oder
2. einer in der Zuständigkeit des Verantwortlichen liegenden Aufgabe, deren Wahrnehmung im öffentlichen Interesse liegt oder die in Ausübung öffentlicher Gewalt, die dem Verantwortlichen übertragen wurde, erfolgt.

Im Übrigen bestimmt sich die Zulässigkeit der Datenverarbeitung nach Artikel 6 Abs. 1 der Verordnung (EU) 2016/679.

# Profiling

Art. 22 GDPR:

“1. The data subject shall have the right **not to be subject** to a **decision based solely on automated processing**, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her.

[...]”



**ECJ Judgments of December 7, 2023, Case No. C-634/21  
(Schufa Scoring)**

**✗ fully automated decisions**  
= decisions made without human involvement

**✓ decision-support systems**  
= **assist humans in making a decision;** humans retain the final decision-making authority and can review and, if necessary, correct the system’s

# First landmark rulings in EU

🏠 Home < News < Offlimits and Fund...

## OFFLIMITS AND FONDS VICTIM SUPPORT FILE SHORT LAWSUITS AGAINST X-CHATBOT GROK

26-02-2026

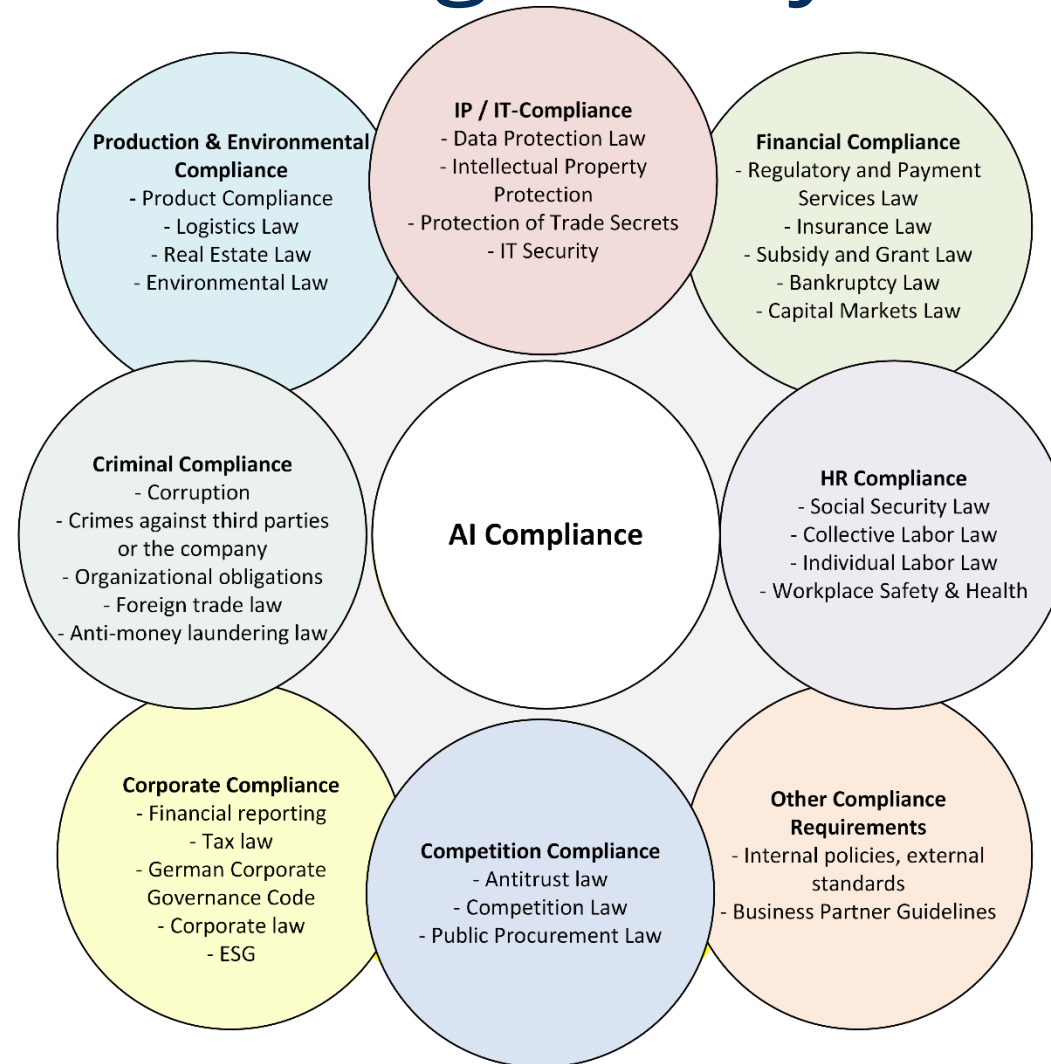
Offlimits, expertise center online abuse, and Fonds Victim Support are making a brief lawsuit against X's AI chat bot Grok. They immediately demand a ban from the AI tool that makes it possible to partially or completely undress persons without permission, and to generate and distribute footage of sexual abuse of minors. That is contrary to laws and regulations and even punishable.

- 6.5 In short, the highest EU court has ruled as follows. An online platform that processes sensitive personal data (such as sexual imagery) must verify for itself whether the data subject has given their **explicit consent**. If explicit consent cannot be demonstrated, the online platform may not process this personal data. Doing so would be in violation of the **GDPR**.

Image: Offlimits "Offlimits en Fonds Slachtofferhulp spannen kort geding aan tegen X-chatbot Grok.". URL: <https://offlimits.nl/nieuws/offlimits-en-fonds-slachtofferhulp-spannen-kort-geding-aan-tegen-x-chatbot-grok>

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# Chapter 3: Other Regulatory Framework



# AI & Competition law

# AI & Competition law

PRESS RELEASE | Dec 9, 2025 | Brussels | 3 min read

## Commission opens investigation into possible anticompetitive conduct by Google in the use of online content for AI purposes

„The European Commission has opened a formal antitrust investigation to assess whether **Google** has breached EU competition rules by **using the content of web publishers**, as well as **content uploaded on** the online video-sharing platform **YouTube**, for **artificial intelligence ('AI') purposes.**”

[https://ec.europa.eu/commission/presscorner/detail/de/ip\\_25\\_2964](https://ec.europa.eu/commission/presscorner/detail/de/ip_25_2964)

# AI & Labor law

# Deutsches Arbeitsrecht

§ 69

Mitbestimmung in Rationalisierungs-, Technologie-  
und Organisationsangelegenheiten

Der Personalrat bestimmt, soweit eine gesetzliche oder tarifliche Regelung nicht besteht, in folgenden Angelegenheiten mit:

1. Einführung, Anwendung, wesentliche Änderung oder wesentliche Erweiterung von automatisierten Verfahren zur Verarbeitung personenbezogener Daten der Angehörigen der Dienststelle außerhalb von Besoldungs-, Vergütungs-, Lohn- und Versorgungsleistungen,
2. Einführung, Anwendung, wesentliche Änderung oder wesentliche Erweiterung von technischen Einrichtungen, die geeignet sind, das Verhalten oder die Leistung der Angehörigen der Dienststelle zu überwachen,
3. Einführung, wesentliche Änderung oder wesentliche Ausweitung neuer Arbeitsmethoden, insbesondere Maßnahmen der technischen Rationalisierung,
4. Auslagerung von Arbeitsplätzen zwecks Heimarbeit an technischen Geräten,
5. Maßnahmen zur Änderung der Arbeitsorganisation, soweit sie nicht von Nummer 3 erfasst sind,
6. Einführung oder wesentliche Änderung betrieblicher Informations- und Kommunikationsnetze,
7. Maßnahmen zur Arbeitsbeschaffung nach dem Dritten Buch Sozialgesetzbuch,
8. Auflösung, Einschränkung, Verlegung oder Zusammenlegung von Dienststellen oder wesentlichen Teilen von ihnen.

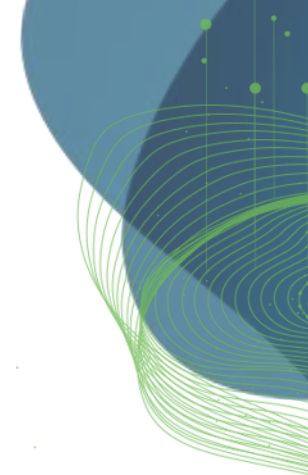
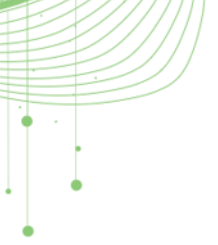
§ 87 Mitbestimmungsrechte  
Betriebsverfassungsgesetz  
(BetrVG)

Interessenvertretungen (Personal- & Betriebsräte) haben bei Einführung und Anwendung von KI regelmäßig bereits dann ein **Mitbestimmungsrecht**, wenn KI personenbezogene Information über die Nutzung der KI durch die Arbeitnehmer erfasst.

+

**Unterrichtungsanspruch** des Betriebsrates im Kontext von KI gem. § 90 I Nr. 3 BetrVG





# Thank You :)

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