



REVIEW



I, Advocate:
Artificial Intelligence
Policies in the
Workplace



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September 2025

Advocates, Solicitors & Attorneys
an incorporated legal practice

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I, Advocate: Artificial Intelligence Policies in the Workplace

There was not a point in my early legal training where I expected to be drafting a policy on the use of Artificial Intelligence within the workplace; and yet here we are. M&P Legal, like many workplaces across the world, have put in place what we consider to be a key piece of internal governance in the form of an A.I. Policy. It comes off the back of working with local firm Viking to build our own 'internal' A.I. language model on our own servers, to ensure that when using A.I., our client's information and data retains the confidentiality it is entitled to and to make sure it never leaves site.

It was also prompted by the increased and now seemingly unavoidable use of A.I. in the workplace, together with a desire to ensure that the safety and reliability of our work does not become compromised by 'hallucination' or misinformation.

We of course have no doubt that our staff were already following these policies in any event, and are diligent in any use of large language models. Policies such as this do not come from any position of mistrust but are put in place to protect both employees and employers and create a framework for moving forward with what still feels like such a new and unknown technology.

We consider that going forward an A.I. policy will be a key policy for use in all workplaces, from legal firms to corporate service providers to small local business which rely on customer and client data. It will become as

important as a privacy policy in a short period of time, and should be a staple of any suite of HR documents.

Presented here are some of the key aspects of our A.I. Policy and why we consider them so important. Whilst many are specific to the legal sector, we believe they are important to consider across all professions. If you would like to discuss with us putting an A.I. Policy in your workplace, tailored to your industry and needs, please get in contact.

1. Prohibiting the Uploading of Client & Company Data

This, for us, was the most important aspect of our policy. Its aim is to protect our firm, our employees, and of course our clients. When data is shared with a large language model such as ChatGPT, it doesn't stay on your computer or even within your own server – instead it is uploaded to servers all around the world and immediately becomes absorbed by the learning algorithm. Sensitive data can suddenly become public knowledge, and might even be regurgitated in someone else's question or research. In the case of lawyers, it can result in the loss of legal privilege and cause potentially significant damage to a case. Crucially for any business, the uploading of personal data could amount to a data protection breach if uploaded without consent or justification and could result in a significant fine.

As a result, our policy expressly prohibits

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the uploading of client and company data, documentation or any other confidential information to any public A.I. model.

2. Reviewing of A.I. Generated Content

We have all been reading recent horror stories of lawyers using 'A.I. hallucinated' authorities in high profile legal cases, causing significant issues for not only the ultimate client but for the professional reputation and livelihood of that individual and their firm. Whilst A.I. can be very useful for research, it also has its pitfalls. On a recent matter, and purely out of interest, I asked ChatGPT a question on the indemnification of retiring trustees against fraud. Whilst its answer generally produced the correct position, its references to Manx law were completely incorrect. It created a clause within an act which did not exist, but presented it in a way which could well have been convincing to anyone not already aware of the area or to anyone not taking the time to review the source.

As such, our policy reinforces that A.I. generated content must be thoroughly reviewed and approved as factually accurate before use. Throughout all sectors, there would be no sympathy for an argument that a professional has been misled by A.I. – all responsibility for accuracy and integrity begins and ends with the humans ultimately representing their client's best interests.

3. Remaining Conscious of Bias

On a recent training course, we were given an exercise: 'ask an A.I. model to create an image of a lawyer'. Every image came back the same; white, middle aged, male. The exercise served to demonstrate the inherent bias that exists within large language models, and issues to keep in our minds when researching and seeking its opinions. They are not machines that think for themselves, they are algorithms that take in information obtained in the public domain and regurgitate it warts and all. Within that process, they take in the stereotypes and biases which pervade society and culture and can take that as truth, even influencing how it answers or what it focuses its research on. They are not always social or ethical biases, and can be biases as straightforward as logical fallacies or common misconceptions which have become cultural norms.

As a result, our policy urges consciousness of biases which might result in bad or wrong advice in employment or litigation settings. The same biases can become pervasive across sectors, and may not be immediately obvious. As with research, any answer should be checked for its real-world accuracy and to ensure the safety of its applicability.

The above is just a snapshot of what we think should belong in any modern A.I. workplace policy. It is not intended to presuppose that any member of staff is unaware of the risks highlighted or otherwise would act recklessly.

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Instead, it is a framework for all staff and employers to work within to ensure the safety of the work they produce, and the value to the ultimate client.

If you would like to discuss your needs with us, including any concerns about the use of A.I. in your workplace or what policies you might wish to put in place, contact us.

And to answer the inevitable question - no I didn't get A.I. to write this!

Lorcan O'Mahony is a senior Advocate and Director at M&P Legal. This article should not be construed as legal advice; always take advice on the specific facts of each case.

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