

AI in the workplace: are you protected?



The emerging use of AI tools to create realistic manipulations of images, video, audio and documents is an alarming trend with significant impacts on the education sector.

These tools have been used to misrepresent, intimidate, or harass people. This technology carries serious risks for all IEU-QNT members but especially for women, LGBTIQ+ members and others already vulnerable to discrimination.

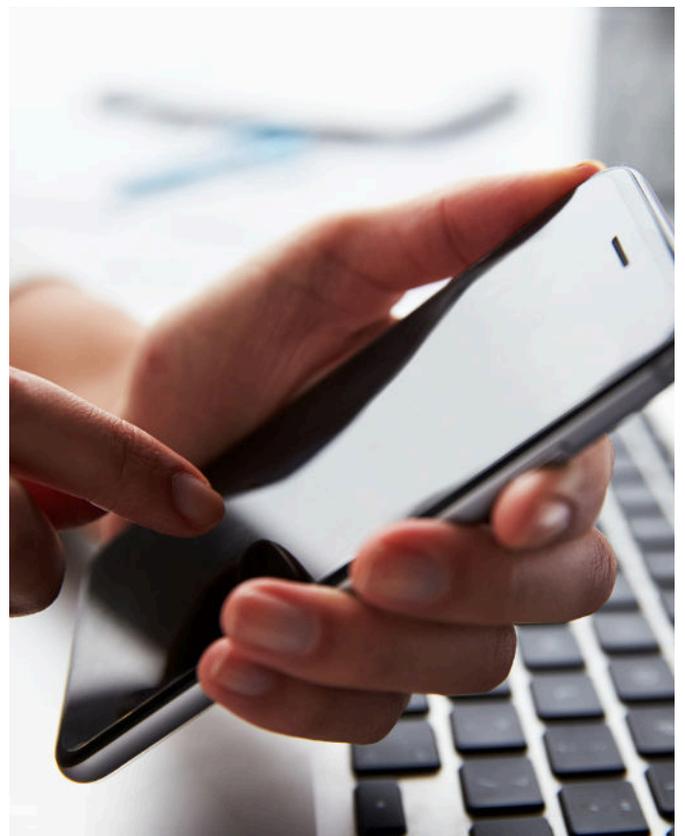
Our union is committed to ensuring members are protected, supported, and empowered to respond to any incidents or concerns related to AI abuse.

How AI abuse can happen

In school communities, AI misuse can take many forms that are difficult to detect at first glance.

Some examples our union has encountered include:

- Deepfake images or videos falsely depicting a staff member in a compromising situation, causing serious reputational harm or allegations brought against the staff member.
- Audio recordings fabricated to make it sound like someone said something they didn't.
- Documents or screenshots altered to include false information or remove important context.



Staying safe

While there is no guarantee that members will be entirely safe from AI-based abuse, there are practical steps members can take to reduce personal risks and strengthen digital safety:



- Use strong, unique passwords and enable multi-factor authentication on work and personal accounts.
- Keep high-resolution personal photos offline where possible and limit public-facing images that could be misused.
- Limit or avoid photos being taken with students, particularly if the image is being taken on a student's device.
- Ask whether schools have a policy covering images of staff, not just students, as many current policies only address student privacy.
- Maintain a record of important emails, incidences, and key communications.
- Report any incidents of suspected impersonation, fraud or deepfake content to our union and/or to school leadership as soon as possible.
- Stay informed about school policies on AI, evidence use, and digital safety, and request updates if they do not cover current technologies.
- Reach out to our union early in the event of concerns related to AI misuse or abuse. Our union is available to provide confidential advice and support.

If members are targeted

Members who have been impacted by deepfake content or a doctored document should:

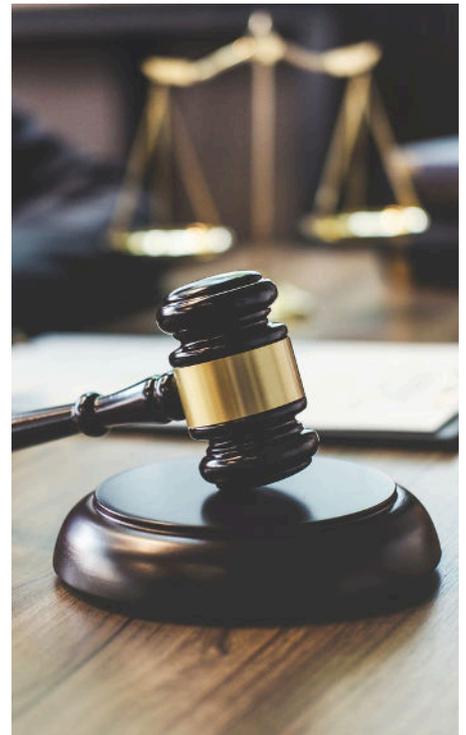
- Contact our union immediately for confidential advice and support.
- **Never save nudes or sexual images or videos of anyone under 18; instead make a written record of links (URLs), account names and descriptions for evidence.**
- Preserve evidence including saving original files, screenshots and timestamps.
- Report the matter (as needed) to school leadership, social media or other websites, the police, or the eSafety Commissioner, depending on the severity of the content.
- Request protective measures such as takedowns, content blocks or privacy settings.
- Consider their mental wellbeing. Many schools have EAPs that can be accessed if needed.



Legal protections for members

Recent updates to national laws have strengthened protections for school staff impacted by AI or digital abuse.

- It is now a criminal offence to create or share fake sexual content (including deepfakes) of someone without their consent.
- The maximum penalty is up to seven years in prison in serious cases.
- Those targeted can lodge an objection notice with the eSafety Commissioner asking for the material to be taken down.
- Online platforms must act quickly on removal notices. This usually must happen within 24 hours of complaint.
- This applies to social media, messaging apps, websites and other online services.



Our union is here to help

Our union is here to support any member experiencing AI misuse or abuse by:

- Supporting members to confidentially raise complaints or disputes.
- Advocating for members' rights at every stage of the process.
- Pushing for stronger school policies on AI and digital safety.

AI abuse is never the fault of the victim. Whether it's a single image, an altered file, or a broader pattern of digital harassment, you are not alone.

Union membership means protecting your career from the impacts of AI abuse. Contact our union's industrial team at any time for confidential advice and support.

Contact our union

 industrial@ieuqnt.org.au

 1800 177 938 (QLD)
1800 351 996 (NT)

Update your
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