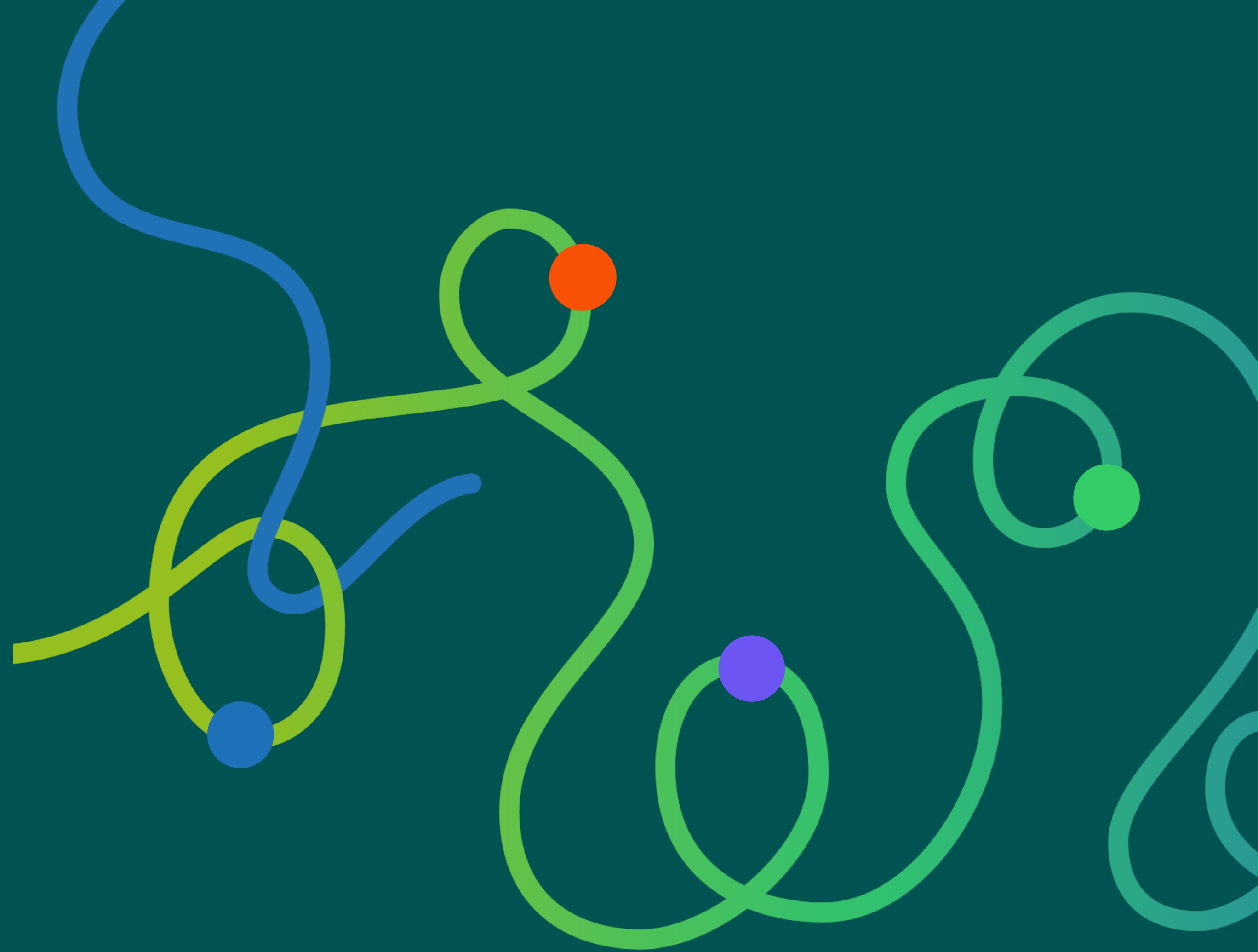
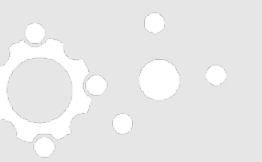


Integrated Human Rights Impact

Assessment & Reflection Tool for *AI Systems*

A comprehensive tool combining formal assessment with ongoing reflection throughout the AI lifecycle





About this tool

This integrated Human Rights Impact Assessment (HRIA) tool combines two essential approaches for responsible AI development:

Ongoing Reflection Tool:

Use the stage-specific reflection questions throughout development for team discussions, planning meetings, and design sprints. These prompts help internalize rights-based thinking and ensure human rights considerations “become relevant at each stage” rather than as an afterthought.

Formal Assessment Documentation:

Complete the structured assessment sections for official documentation, regulatory compliance (like EU AI Act requirements), and accountability. This creates a permanent record of your human rights due diligence process.

Three ways to use this tool:

1

Progressive Development Approach

- Work through each stage sequentially as you develop your AI system.
- Use reflection questions for team discussions and critical thinking sessions.
- Fill out formal assessment sections at the end of each stage.
- Build up a comprehensive HRIA document over time.

2

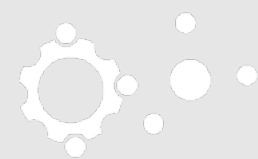
Milestone-Based Assessment

- Use reflection questions for ongoing team check-ins and planning.
- Complete formal assessment sections at key project gates (design review, pre-deployment, etc).
- Conduct comprehensive reviews at major milestones.

3

Comprehensive Evaluation

- Complete the entire tool at specific points (pre-development, pre-deployment, annually).
- Ideal for compliance requirements or external audits.
- Can be used retroactively to assess existing systems.



Key Principles

Keep it Simple

The tool uses plain language accessible to teams without legal expertise.

Make it Participatory

Always involve affected communities - they are the experts in their own context.

Document Everything

Record decisions, rationale, and changes to enable accountability and learning.

Stay Flexible

The AI lifecycle is iterative - revisit and update sections as you learn more.

Focus on Action

Every identified risk should have corresponding mitigation measures.

Who Should Use This Tool:

This tool can be adapted for any scale - from small pilot projects to national AI rollouts - and helps fulfill both ethical duties and emerging legal requirements for human rights impact assessments in AI systems.



Academic researchers piloting AI systems in real-world contexts



Development organizations working on AI for social good



Public sector agencies developing or procuring AI systems



Private sector teams committed to responsible AI practices



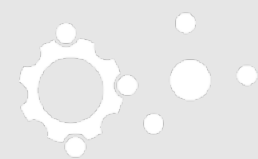
NGOs and civil society organizations implementing technology solutions



Project Overview & Context

Fill out the spaces with the relevant information to your project.

AI System/Project Name:	Implementation Context Scale: <input type="checkbox"/> Pilot <input type="checkbox"/> Regional <input type="checkbox"/> National <input type="checkbox"/> International
Date Assessment Started:	Project timeline: Start date: _____ Full Deployment: _____
Last updated:	Sector: <input type="checkbox"/> Healthcare <input type="checkbox"/> Education <input type="checkbox"/> Finance <input type="checkbox"/> Justice <input type="checkbox"/> Social Services <input type="checkbox"/> Other:
Assessment Team:	
Project Purpose and Social Goal: <i>What problem is this AI system addressing, and why does it matter for our community? Be clear about both the technical goal AND the human rights/ social goal.</i>	Historical Context & Power Dynamics <i>Are there historical biases or power imbalances in this problem area? (e.g., discrimination in policing, credit scoring, healthcare) How will we learn from history to avoid repeating injustices?</i>



1 Stage 1: Objective + Team Composition

Reflection Questions for Team Discussion

Use these questions for planning meetings, design sprints, and critical thinking sessions

Purpose and values:

- Have we clearly stated the social or human rights goal (not just the technical goal) of the project, derived in collaboration with affected groups?
- Is an AI system even the best way to address the issue? Have we explored alternatives, technical as well as non-technical?

Team Inclusivity:

- Who is involved in defining the project?
- Does our team include diverse perspectives (women, community members, domain experts, affected groups)?
- What key voices are missing, and how will we bring them in?

Community Agreement:

- Have affected communities been consulted and agreed that this AI system is needed?
- Do the most impacted or at-risk groups have the power to stop the project?
- Do they have actual decision-making power, or are we just extracting their input?

Formal Assessment: Stakeholders & Team Composition

Primary Responsible Organization:

Affected Communities and Stakeholders

List all groups who will be impacted by this system.

Direct Users:

Vulnerable/Marginalized Groups:

Communities Affected by Decisions:

Key Partners/ Collaborators:

Individuals accountable for potential harms:

Community Engagement Status

☐ Affected communities consulted and involved in design with decision-making power

☐ Limited consultation conducted - plan to expand:

☐ No consultation yet - planned for:

☐ No consultation planned

Red flag, reconsider approach.

Core Development Team

TIP: You can also create a spreadsheet

Name	Role	Relevant expertise	Demographic background

Team Diversity Assessment

☐ Gender diversity

☐ Domain/sector expertise

☐ Human rights expertise

☐ Cultural/ethnic diversity

☐ Lived experience with the problem

☐ Disciplinary diversity

☐ Social science expertise

Relationship of team members:

You should pursue all four!

☐ Flat hierarchy

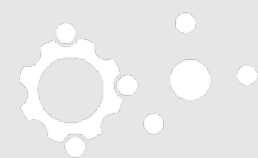
☐ Shared language

☐ Close collaboration

☐ Mutual learning

Gaps Identified:

Plan to Address Gaps:



2 Stage 2: Define System Requirements

Reflection Questions for Team Discussion

Use these questions for planning meetings, design sprints, and critical thinking sessions

Community Needs:

- Who are the end-users or affected community, and have we asked them what they truly need?
- Are the system’s requirements aligned with what these communities value, or are we imposing assumptions?

Participation in Design:

- Who is at the table when deciding features and requirements?
- How did you empower affected people to shape these requirements, especially representatives of at-risk groups?

Fairness & Trade-offs:

- When setting success metrics, did we consider equality measures?
- What other success criteria are we optimising for, e.g. privacy, accountability, interpretability, or transparency?
- Did you allow affected communities to substantially add to and influence this list of success criteria and how they can be fulfilled?
- What trade-offs are we making, and who could be negatively impacted?
- Are we documenting the rationale for these decisions?

Formal Assessment: System Requirements

Core System Requirements <i>Developed in dialogue with affected communities</i>			Ecosystem of Values - Managing Trade-offs		
1 Functional Requirements:	2 Performance Requirements:	3 Human Rights Requirements:	Accuracy vs. Other Values: Are there tensions between accuracy and other necessary metrics/ success criteria in this context?		
			How do you handle these trade-offs?		

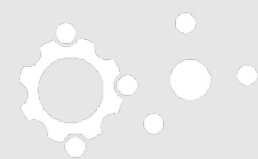
Explainability Requirements	
Target audiences (including technical and non-technical groups): 	What is the goal of explanations for each target audience?
Level needed: <input type="checkbox"/> Global <i>(how system works generally)</i> <input type="checkbox"/> In-depth explanations for debuggin <input type="checkbox"/> Explanations accessible to affected non-users to increase transparency	 <input type="checkbox"/> Local <i>(individual decisions)</i> <input type="checkbox"/> Accessible explanations for non-technical users <input type="checkbox"/> Other:

Privacy & Data Protection	
Which measures did you take? <input type="checkbox"/> Minimize data collection <input type="checkbox"/> Informed consent mechanisms <input type="checkbox"/> Data portability <input type="checkbox"/> Anonymization required <input type="checkbox"/> Right to deletion <input type="checkbox"/> Other:	Transparency Commitments: <input type="checkbox"/> Open methodology <input type="checkbox"/> Technical performance metrics public <input type="checkbox"/> Regular reporting <input type="checkbox"/> Public HRIA results <input type="checkbox"/> Training data documentation <input type="checkbox"/> Non-technical success criteria public <input type="checkbox"/> Details on your business model <input type="checkbox"/> Other:

Fairness Considerations		
Which fairness metrics are most relevant? <input type="checkbox"/> Individual fairness <input type="checkbox"/> Equal opportunity <input type="checkbox"/> Other: <input type="checkbox"/> Group fairness <input type="checkbox"/> Demographic parity		
For which (protected) attributes do you test these: 	Rationale/justification of fairness-related decisions: 	

Accountability Structure		
Who has oversight?:	Human-in-the-loop requirements:	Appeal/contest mechanisms:
What are responsibilities and timelines for reacting to feedback pointing to negative human rights impacts?		

Community Feedback Integration	
How have community needs shaped the above requirements?	



3 Stage 3: Data Discovery & Preparation

Reflection Questions for Team Discussion

Use these questions for planning meetings, design sprints, and critical thinking sessions

- Representation:**
- Who is represented in our data – and who is not?
 - Does it include different groups that might use or be subject to the AI system?
 - If populations are missing, how will we address that?

- Source & Consent:**
- Where is the data coming from? Is it collected respectfully with informed consent?
 - Are there privacy issues or data protection considerations?

- Bias Analysis:**
- Could the data contain systemic biases or historical prejudice?
 - Have we done bias analysis and / or asked domain experts for insights on potential biases?
 - What biases have we identified and how will we address them? Think of technical and non-technical methods!

- Quality & Gaps:**
- Are there limitations that might affect effectiveness for some groups?
 - Might this contribute to affirming existing power structures?
 - How will we deal with this, fill gaps, or adjust expectations?

Formal Assessment: Data Discovery & Preparation

Data Sources & Origin <div>TIP: You can also create a spreadsheet</div>				
Dataset	Source	Original Purpose	Consent Status	Sensitivity Level

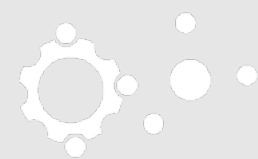
Bias Assessment	
Historical biases identified in data and/ or through domain expert involvement:	1 Bias/ Mitigation approach:
	2 Bias/ Mitigation approach:
	3 Bias/ Mitigation approach:

Pre-processing		
Pre-processing steps taken:	<input type="checkbox"/> Data augmentation for underrepresented groups	<input type="checkbox"/> Re-balancing/ re-weighting
	<input type="checkbox"/> Bias-aware sampling	<input type="checkbox"/> Synthetic data generation
	<input type="checkbox"/> Other: _____	

Representativeness Analysis		
Demographics Included: <div><div><input type="checkbox"/> Gender: _____</div><div><input type="checkbox"/> Age groups: _____</div><div><input type="checkbox"/> Geographic regions: _____</div></div> <div><div><input type="checkbox"/> Ethnic/ cultural groups: _____</div><div><input type="checkbox"/> Socioeconomic status: _____</div><div><input type="checkbox"/> Languages: _____</div><div><input type="checkbox"/> Other relevant categories: _____</div></div>		
Demographics Underrepresented or Missing:	Impact of gaps:	Mitigation strategy:

Data Quality Assessment	
Quality variations across groups:	Limitations and their implications:

Privacy & Rights Protection	
<input type="checkbox"/> Data minimization applied	<input type="checkbox"/> Data retention policies defined
<input type="checkbox"/> Anonymization/pseudonymization used	<input type="checkbox"/> Right to deletion procedures
<input type="checkbox"/> Consent obtained and documented	<input type="checkbox"/> Cross-border transfer protections



4 Stage 4: Model Development & Selection

Reflection Questions for Team Discussion

- Use these questions for planning meetings, design sprints, and critical thinking sessions
- Model Choice:**
- Why have we chosen this type of model/algorithm?
 - Is it the right balance between complexity and explainability for the context and its risk-level?
 - Can we justify our choice in terms of performance AND values alignment?
- Fairness Interventions:**
- Are we using techniques to mitigate bias, which ones, and have we documented these appropriately?
 - What makes us believe that the model is fair enough?
- Explainability & Accessibility:**
- How do we ensure that affected groups are aware that AI is used on them?
 - What’s our plan to make decisions understandable to affected groups?
 - How do we ensure that these explanations are appropriate for our audience and context?
 - If it’s a “black box,” what compensatory measures do we have?

Formal Assessment: Model Development & Selection

Model Architecture & Rationale		
Model Type Selected:	<input type="checkbox"/> Linear/Logistic Regression	<input type="checkbox"/> Decision Tree
	<input type="checkbox"/> Random Forest	<input type="checkbox"/> Neural Network
	<input type="checkbox"/> Deep Learning	<input type="checkbox"/> Ensemble
	<input type="checkbox"/> Other: _____	
Justification for Choice:	Technical reasons:	Non-technical reasons: (explainability, fairness, etc.)

Complexity Assessment	
<input type="checkbox"/> Simple, highly interpretable	<input type="checkbox"/> Complex but explainable
<input type="checkbox"/> Moderately complex	<input type="checkbox"/> Black box - compensatory measures needed

Explainability Implementation		Based on what you planned at stage 2
Methods used to implement local explanations (if any):	<input type="checkbox"/> Feature importance	<input type="checkbox"/> LIME
	<input type="checkbox"/> SHAP	<input type="checkbox"/> Example-based (What would change outcome?)
	<input type="checkbox"/> Counterfactual explanations	<input type="checkbox"/> Natural language explanations
	<input type="checkbox"/> Visual dashboards	<input type="checkbox"/> Decision trees
	<input type="checkbox"/> Other: _____	
	Methods used to implement global explanations (if any):	<input type="checkbox"/> Overall feature weights
<input type="checkbox"/> Visual dashboards		<input type="checkbox"/> Decision trees
<input type="checkbox"/> Other: _____		

Fairness & Bias Mitigation			
Techniques applied:			
Pre-processing	In-processing	Post-processing	No specific techniques:
<input type="checkbox"/> Data augmentation	<input type="checkbox"/> Fairness constraints during training	<input type="checkbox"/> Output adjustment	Rationale: _____
<input type="checkbox"/> Re-weighting	<input type="checkbox"/> Adversarial debiasing	<input type="checkbox"/> Threshold optimization	_____
<input type="checkbox"/> Synthetic data			
Fairness Metrics Implemented:	<input type="checkbox"/> Demographic parity	<input type="checkbox"/> Individual fairness	
	<input type="checkbox"/> Equal opportunity	<input type="checkbox"/> Counterfactual fairness	
	<input type="checkbox"/> Equalized odds	<input type="checkbox"/> Other: _____	
	Intersectionality Considerations:		
How are we addressing multiple, overlapping identities?			

Audience-Specific Adaptations:
For which technical and non-technical audiences are your explanations intended?
How are your explanations tailored for these different groups?
Language/accessibility considerations:

Environmental & Resource Impact:
Computational resources required:
Environmental cost assessment:
Mitigation/offset measures:



5 Stage 5: Testing & Validation

Reflection Questions for Team Discussion

Use these questions for planning meetings, design sprints, and critical thinking sessions

Inclusive Testing:

- Who is testing the system? Are we including people beyond customers, e.g. intended users and those impacted?
- What feedback have we gotten and how are we incorporating it?

Performance Across Groups:

- Have we measured performance disaggregated by different subgroups?
- Are there disparities in error rates or outcomes?
- How are we addressing any disparities found?

Meeting Objectives:

- Does the system actually solve the problem we defined initially?
- Are there unintended outcomes? Are we ready to cycle back to earlier stages?
- How do we ensure that all technical and non-technical success criteria that we defined in stage 2 are met?

Transparency:

- Are we being transparent about limitations and uncertainties?
- Have we documented all known issues and incorporated them in a training manual for system users?

Formal Assessment: Testing & Validation

Testing Methodology	
Test Datasets: Training data: Validation data:	Test data: Real-world pilot data:
Participants Assessing whether the system meets our success criteria:	<div><input type="checkbox"/> Technical team only</div> <div><input type="checkbox"/> Domain experts</div> <div><input type="checkbox"/> Intended users</div> <div><input type="checkbox"/> Affected communities</div> <div><input type="checkbox"/> External auditors</div> <div><input type="checkbox"/> Other: _____</div>

Performance Disparities Identified	
<div>1 Issue: _____ _____ Groups affected: _____ _____ Severity: <input type="checkbox"/> Minor <input type="checkbox"/> Moderate <input type="checkbox"/> Significant <input type="checkbox"/> Severe Action taken: _____ _____</div>	<div>2 Issue: _____ _____ Groups affected: _____ _____ Severity: <input type="checkbox"/> Minor <input type="checkbox"/> Moderate <input type="checkbox"/> Significant <input type="checkbox"/> Severe Action taken: _____ _____</div>

Objective Achievement Assessment:	
<div><input type="checkbox"/> Fully meets original objective, success criteria, and community needs</div> <div><input type="checkbox"/> Partially meets objective - gaps identified: _____</div>	<div><input type="checkbox"/> Does not meet objective - requires significant changes</div> <div><input type="checkbox"/> Objective should be reconsidered based on learning strategy to address any identified gaps before deployment: _____</div>
Unintended Consequences Identified:	

Performance Analysis						
Overall Performance Metrics:	Accuracy:	_____	Precision:	_____		
	Recall:	_____	F1-Score:	_____		
	Other relevant metrics: _____					
Disaggregated Performance Analysis:						
<i>Performance broken down by relevant demographic/ social groups.</i>	Group	Accuracy	Precision	Recall	Error Types	Sample Size

User Feedback & Community Testing	
Feedback Collection Methods: <div><input type="checkbox"/> Surveys</div> <div><input type="checkbox"/> Focus groups</div> <div><input type="checkbox"/> Individual interviews</div> <div><input type="checkbox"/> Community meetings</div> <div><input type="checkbox"/> Pilot programs</div> <div><input type="checkbox"/> A/B testing</div> <div><input type="checkbox"/> Other: _____</div>	Key Feedback Themes: <div>1 _____</div> <div>2 _____</div> <div>3 _____</div>
Changes Made Based on Feedback:	

Limitations & Uncertainties	
Known technical limitations:	Known bias or fairness limitations:
Uncertainty in predictions for specific contexts:	Other limitations:
Plan to communicate these to future system users and / or affected communities:	



6 Stage 6: Deployment & Post-Deployment Monitoring

Reflection Questions for Team Discussion

Use these questions for planning meetings, design sprints, and critical thinking sessions

Final Pre-Launch Checks:

- Have we conducted a last review of potential harms before deployment including technical and non-technical assessments?
- Have all high-risk issues been addressed or clearly communicated?
- Who officially signs off, and is this decision informed by diverse reviews?

User Communication & Training:

- Are we informing users that an AI system is in use?
- Are we providing adequate training (e.g. manual) on use and limitations?
- Is there an easy way for system users to ask questions or report issues?

Ongoing Monitoring:

- What’s our plan to monitor real-world performance?
- Who will track impacts over time and what will trigger a re-evaluation of the system’s value?

Feedback & Recourse:

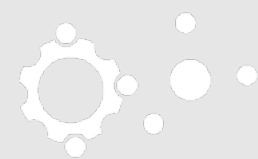
- How can individuals appeal or correct or interrogate AI decisions?
- How will we continue engaging with affected communitiesy to get their feedback?

Accountability:

- Do we have clear accountability if something goes wrong?
- What is the timeline for this?

Formal Assessment: Deployment Readiness

<div>Pre-Deployment Final Review</div> <div>Human Rights Impact Assessment Final Check: Have you completed a full HRIA now that the system is finalized?: <div><input type="checkbox"/> Yes, date completed: / / <i>Important: for systems in high-risk domains (following the EU AI Act), we recommend to conduct a more in-depth HRIA such as the HUDEIRA.</i></div><div><input type="checkbox"/> No, planned for: / /</div></div> <div>Outstanding High-Risk Issues: Any unresolved high-risk human rights issues? <input type="checkbox"/> No outstanding issues <input type="checkbox"/> Issues identified but acceptable risk or appropriate mitigation strategies are implemented <input type="checkbox"/> Issues require resolution before deployment. List any remaining issues and justification for proceeding: _____ _____ _____ _____ _____</div>	<div>Deployment Approval</div> <div>Final Sign-off Authority: Primary decision-maker: _____ Ethics committee/board approval: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A Input from representatives of the most affected communities: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A Input from representatives/experts in the issues of the most at-risk communities: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A Regulatory approval (if required): <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</div> <div>Deployment Conditions: <div><input type="checkbox"/> All high-risk issues adequately addressed</div><div><input type="checkbox"/> Mitigation measures in place and tested (technical and through input from affected communities)</div><div><input type="checkbox"/> Monitoring systems operational</div><div><input type="checkbox"/> Community engagement commitments fulfilled</div><div><input type="checkbox"/> Staff training completed</div><div><input type="checkbox"/> Legal/regulatory requirements met</div><div><input type="checkbox"/> Avenues for future community feedback/alerts/complaints in place</div></div>
<div>User Communication & Training</div> <div>Transparency Measures: <div><input type="checkbox"/> Users informed AI system is in use</div><div><input type="checkbox"/> Clear explanation of system purpose and limitations</div><div><input type="checkbox"/> Terms of service and privacy policies accessible</div><div><input type="checkbox"/> Information available in appropriate languages</div><div><input type="checkbox"/> Contact information for questions/issues provided</div></div> <div>Training Provided: Target audience: Training content: Training method: <input type="checkbox"/> In-person <input type="checkbox"/> Online <input type="checkbox"/> Documentation <input type="checkbox"/> Other: _____ Training completion rate:</div>	



6

Stage 6:
Deployment &
Post-Deployment
Monitoring
(continued)

Formal Assessment: Monitoring & Accountability Framework

<div>Performance Monitoring</div> <div><div>Quantitative Indicators:</div><div><div><input type="checkbox"/> Error rates by demographic group</div><div><input type="checkbox"/> System usage and adoption rates</div><div><input type="checkbox"/> Complaint volumes and types</div><div><input type="checkbox"/> Response times and availability</div><div><input type="checkbox"/> Other: _____</div></div></div> <div><div>Qualitative Indicators:</div><div><div><input type="checkbox"/> Satisfaction surveys with affected groups</div><div><input type="checkbox"/> Community feedback themes</div><div><input type="checkbox"/> Expert assessment findings</div><div><input type="checkbox"/> Media coverage and public perception</div><div><input type="checkbox"/> Other: _____</div></div></div> <div><div>Monitoring Schedule:</div><div><div><input type="checkbox"/> Continuous automated monitoring</div><div><input type="checkbox"/> Weekly</div><div><input type="checkbox"/> Monthly</div><div><input type="checkbox"/> Quarterly</div><div><input type="checkbox"/> Annually</div><div><input type="checkbox"/> After incidents</div><div><input type="checkbox"/> Other: _____</div></div></div>		<div>Grievance & Remedy Mechanisms</div> <div><div><div>How to Report Issues:</div><div>Contact method:</div><div>Languages available:</div><div>Response timeline commitment:</div></div><div><div>Review process</div><div><div>1</div><div>2</div><div>3</div></div></div></div> <div><div><div>Remedy Options</div><div><div><input type="checkbox"/> System correction</div><div><input type="checkbox"/> Decision reversal</div><div><input type="checkbox"/> Human review</div><div><input type="checkbox"/> Compensation</div><div><input type="checkbox"/> Apology</div><div><input type="checkbox"/> Process improvement</div><div><input type="checkbox"/> Other: _____</div></div></div><div><div>Appeal Process:</div><div>Steps for appealing AI decisions</div></div></div> <div><div>Feedback Integration:</div><div>How will ongoing feedback inform system updates?</div></div> <div><div>Context Change Monitoring:</div><div>How will we detect changes in social/political context that might affect fairness?</div></div> <div><div>System Retirement Criteria:</div><div>Under what conditions would we take the system offline or retire it?</div></div>	
<div>Review & Update Schedule</div> <div><div>Next system performance review:</div><div>Next HRIA update:</div><div>Annual impact report due:</div></div>		<div>Accountability Structure</div> <div><div><div>Primary Responsible Person:</div><div>External Auditor/Reviewer:</div></div><div><div>Oversight Body/Committee:</div><div>Grievance & Remedy Mechanisms:</div></div></div>	



Overall Assessment Summary

Human Rights Impact Analysis

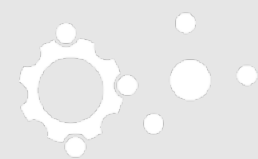
Rights Potentially Affected	
<i>Check all that apply and rate impact level based on the highest possible impact for any of the groups affected by the system, including affected non-users.</i>	
Civil & Political Rights:	Impact level:
<input type="checkbox"/> Non-discrimination and Equality	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Privacy	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Information/Transparency	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Freedom of Expression	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Participation	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Economic, Social & Cultural Rights	
<input type="checkbox"/> Education	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Health	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Decent Work	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Freedom of Expression	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
<input type="checkbox"/> Adequate Standard of Living	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low

Overall Risk Assessment

Highest Priority Risks:	
1 Risk: _____ _____	
Affected groups: _____ _____	
Likelihood:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Severity:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Mitigation status:	<input type="checkbox"/> Resolved <input type="checkbox"/> Mitigated <input type="checkbox"/> Ongoing <input type="checkbox"/> Unaddressed
2 Risk: _____ _____	
Affected groups: _____ _____	
Likelihood:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Severity:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Mitigation status:	<input type="checkbox"/> Resolved <input type="checkbox"/> Mitigated <input type="checkbox"/> Ongoing <input type="checkbox"/> Unaddressed
3 Risk: _____ _____	
Affected groups: _____ _____	
Likelihood:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Severity:	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
Mitigation status:	<input type="checkbox"/> Resolved <input type="checkbox"/> Mitigated <input type="checkbox"/> Ongoing <input type="checkbox"/> Unaddressed

Overall Assessment Outcome

Human Rights Compliance Level	
<input type="checkbox"/>	Promotes Human Rights: System actively advances human dignity and rights.
<input type="checkbox"/>	Compliant: Meets human rights standards with adequate protections.
<input type="checkbox"/>	Conditionally Acceptable: Significant human rights concerns require major changes.
<input type="checkbox"/>	Unacceptable: Deployment would likely cause substantial harm.
Recommendation:	
<input type="checkbox"/>	Deploy as planned - All requirements met
<input type="checkbox"/>	Deploy with conditions - List conditions: _____
<input type="checkbox"/>	Delay deployment - Address issues first: _____
<input type="checkbox"/>	Significant redesign required - Major changes needed
<input type="checkbox"/>	Do not deploy - Risks too high or benefits insufficient



Final Documentation and Sign-off

Assessment Completion		
Lead Assessor:	Date:	Signature:
<div></div>	<div></div>	<div></div>
Team Review		
<div>Technical Lead: <div></div> Date: <div></div></div>		
<div>Community Representative: <div></div> Date: <div></div></div>		
<div>Ethics/Rights Expert: <div></div> Date: <div></div></div>		
Final Approval		
<div>Authorizing Official: <div></div> Date: <div></div></div>		
<div>Title/Role: <div></div> Date: <div></div></div>		
<div>Signature: <div></div></div>		
Conditions for Approval:		
<div></div>		
Next Review Date:		

Appendices & Supporting Documents

Attached Documentation:	
<div><input type="checkbox"/> Technical specifications</div>	<div><input type="checkbox"/> Community consultation reports</div>
<div><input type="checkbox"/> Expert reviews</div>	<div><input type="checkbox"/> Legal analysis</div>
<div><input type="checkbox"/> Risk mitigation plans</div>	<div><input type="checkbox"/> Monitoring protocols</div>
<div><input type="checkbox"/> Training materials</div>	<div><input type="checkbox"/> Other: <div></div></div>
<div>Key References:<ul style="list-style-type: none">• Universal Declaration of Human Rights• Relevant national/regional human rights legislation• AI ethics guidelines and regulations (EU AI Act, etc.)• Organizational policies and standards• Academic research and best practices</div>	
<div>Living Document Notes:<p>This assessment is a living document that should be updated as the system evolves, context changes, or new information becomes available. Regular reviews ensure continued alignment with human rights principles and community needs.</p></div>	
<div><p>This integrated tool combines formal Human Rights Impact Assessment with ongoing reflection throughout the AI lifecycle. It is designed to be both a practical working document for development teams and a comprehensive assessment for accountability and compliance purposes.</p><p>Template Version: 2.0 - Integrated Last Updated: [Date] Next Review Due: [Date]</p></div>	



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