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Employees Hiding Use of AI Tools at Work

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[A new study by Ivanti](#) illustrates that one out of three workers secretly use artificial intelligence (AI) tools in the workplace. They do so for varying reasons, including “I like a secret advantage,” “My job might be reduced/cut,” “My employer has no AI usage policy,” “My boss might give me more work,” “I don’t want people to question my ability,” and “I don’t want to deal with IT approval processes.”

In 2025, a staggering 42% of employees admit to using generative AI (GenAI) tools at work. Another whopping 48% of employees admit to feeling resentment (a dislike of one’s job, but stays anyway) and 39% admit to feeling presenteeism (when one comes into the office to be seen, but is not productive).

The secret use of GenAI tools in the workplace poses several risks for organizations, including unauthorized disclosure of company data and/or personal information, cybersecurity risks, bias and discrimination, and misappropriation of intellectual property.

The Ivanti study emphasizes the need for organizations to adopt an AI Governance Program so employees feel comfortable using approved and sanctioned AI tools and don’t keep their use a secret. It also allows the organization to monitor the use of AI tools by employees and implement guidelines and guardrails around their safe use in the organization to reduce risk.

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