

EMDRIA™ Policy on Artificial Intelligence (AI) for EMDR Basic Training & EMDRIA™ Approved Events

Purpose

EMDR therapy training, consultation and professional development are fundamentally relational, experiential, reflective and clinically attuned processes. AI tools may support aspects of organization, accessibility, drafting and administration. However, they cannot replace the human relational capacities, ethical discernment, experiential learning and clinical judgment essential to EMDR practice and training.

This policy establishes guidelines for the responsible, ethical and clinically appropriate use of artificial intelligence (AI) in EMDR Basic Training and EMDRIA™ approved continuing education events (i.e., EMDRIA™ Credits, Conference, Virtual Summit) for development, administration and/or delivery.

It aligns with EMDRIA™ Standards and Policies, including requirements for training integrity, responsibility, participant safety and adherence to the EMDR model.

Scope

This policy applies to all individuals and entities involved in EMDRIA™ approved basic training and EMDRIA™ approved events – including trainers, assisting faculty, consultants, speakers, presenters, instructional designers, program administrators, contractors and vendors supporting training deliverables or learner assessment processes.

For purposes of this policy, “AI” refers to generative artificial intelligence systems capable of producing or transforming text, images, audio, video, summaries, analyses or other content in response to prompts or uploaded materials. This includes large language model (LLM)–based systems and multimodal AI tools.

This definition does not include conventional spelling/grammar correction software, citation managers, plagiarism detectors or other non-generative assistive technologies unless those systems independently generate substantive content.

EMDRIA™ Policy on Artificial Intelligence (AI)

This policy applies to both in-person and virtual training and events, as well as self-paced courses consistent with EMDRIA™ policy applicability across all formats.

Guiding Principles

AI's use in training should:

- Focus on fidelity to EMDR protocol – AI-assisted content must accurately reflect EMDR principles, framework, protocols and theory and must not be used in any way that undermines this requirement
- Be Learner-Centered – to enhance, not replace, human connection and judgment
- Be Transparent – learners should know when AI is being used and how it was used
- Be Ethical and Fair – avoids bias, discrimination or harm
- Be Accurate and Accountable – clinicians must remain responsible and accountable for and review all educational content. AI-generated outputs may contain inaccuracies, fabricated citations, misleading summaries, cultural bias or clinically inappropriate recommendations. All outputs must therefore be critically reviewed, edited and verified by qualified clinicians prior to use.
- Be Privacy-protected – safeguards learners, client's welfare, confidentiality and organizational data

AI tools may be used to support training development, educational planning and administration but may not replace required live human instruction, direct behavioral observation, human provided feedback, consultation and/or professional judgment.

Use of AI must align with EMDRIA™ policies and the AI policies in place for their respective clinical professions such as APA, NASW, NBCC, etc.

Principles indicated in the "Overall ABCs of AI Use for Basic Training and Events" summarize the use of AI to encourage thoughtful, ethical and human-centered decision-making when incorporating generative AI into educational, clinical and organizational settings.

Overall ABCs of AI Use for Basic Training and Events

A – Accuracy and Alignment

- Validate all AI-assisted content before use
- Ensure content aligns with the EMDRIA™ standards and curriculum, learning objectives and fidelity to the EMDR protocol (including citations/context when used)

B – Bias and Belonging

- Check for bias, stereotypes and discriminatory assumptions, etc.
- Revise to support cultural humility, IDEA, accessibility and learner/participant safety

C – Commitment to Transparency

- Don't mislead about authorship, ownership, expertise or authority
- Disclose AI use when it meaningfully affects content, delivery, interaction or training/event materials (routine proofreading/formatting doesn't require disclosure unless AI generates substantive content)

D – Data Protection

- Don't input identifiable learner/participant information, confidential case material/PHI or proprietary EMDRIA™/organization content
- Use secure, approved tools when possible
- Disable "learning"/retention settings and comply with HIPAA, privacy laws and copyright

E – Ethical Oversight

- Hold AI-assisted materials to the same professional review standards as human-developed materials
- Be prepared if EMDRIA™ requests clarification, revision, documentation or added review of training/event content

How This Applies to EMDR Basic Training

When an EMDRIA Approved Trainer™ or a trainer candidate uses AI, the following are solely the responsibility of that individual:

Accuracy and Oversight

- Review and validate all AI-generated content before use
- Ensure alignment with EMDRIA™ basic training curriculum and instructional standards (as well as evidence-based practices for adult learners and organizational standards)
- Issue required learner assessment, track completion and retain scores

Bias and Inclusion

- Evaluate outputs for bias or harmful assumptions
- Adapt content to reflect cultural humility, inclusivity, diversity, equity and accessibility

Transparency

- EMDRIA™ requires trainers to disclose who created and who owns the training materials used. This disclosure must be accurate and must not conceal AI development/creation. AI use must not mislead trainees regarding the course or authority of instructional material.
- Disclose AI use to learners when it meaningfully impacts:
 - Content or delivery (example: “A draft of this initial material was developed with AI support and further modified by the trainer.”)
 - Quality assurance measures
- Routine editing assistance (e.g., grammar correction, formatting, transcription cleanup) does not require disclosure unless the tool generated substantive instructional content.

Data Protection

Trainers will not input data into AI that includes:

- Identifiable learner data
- Confidential case material
- Proprietary organizational content
- Use secure AI platforms when available (i.e., work-based systems vs. general, broader-range systems)

- Turning “off” the AI’s setting of “learning” so that it doesn’t ‘learn’ from the information provided/input
- Must comply with HIPAA and applicable privacy laws

Quality Assurances

- AI-assisted materials are subject to the same review standards as human-developed content and materials

Appropriate and Acceptable Uses of AI for Basic Training

AI tools may assist with drafting, brainstorming, formatting or organizing materials but do not hold authority or accountability.

Trainers may use AI tools (e.g., generative AI platforms) for the following:

Content development/educational materials

(these should be internally documented by trainer)

- Drafting/brainstorming/formatting outlines, slides and learning objectives
- Drafting/brainstorming examples, case studies, scenarios, role plays (fully fictional, de-identified), etc.
- Adapting/brainstorming/formatting materials for different learning needs or accessibility (i.e., readability, captions)
- Editing support to trainer-authored content (AI is functioning as an improvement layer rather than generating new instructional substance)
- Summaries of clinical research – AI-generated summaries of clinical research may be used only when trainer independently verifies accuracy context, source integrity and relevance against scholarly materials
- Drafting/brainstorming for trainer essays is acceptable. However, substantial human oversight and authorship are expected. These essays are intended to reflect each trainer’s individual professional growth, clinical insight and personal reflection. Any use of AI should serve only as a supportive tool and should not replace the trainer’s own voice, analysis or reflective contributions.

- AI-generated demonstrations, scripts, examples or role-play scenarios may be used only when reviewed, substantially modified as needed, and delivered by qualified trainers. AI-generated simulations may not be represented as actual EMDR therapy, supervision or clinical guidance.

Instructional support

- Drafting/brainstorming discussion prompts or reflection questions
- Drafting/brainstorming suggestions for enhancing engagement
- Supporting/brainstorming accessibility tools and exercises

Administrative Efficiency

- Drafting/brainstorming/formatting marketing language, emails, feedback summaries or reports
- Drafting/brainstorming suggestions for organizing curriculum or schedules

Feedback

- Summarizing learner feedback (from course evaluations)

Simulation

- AI-generated avatars or simulated clients may be used for independent practice or educational purposes outside of formal training activities. However, they may not be used during practicum hours or as substitutes for live training interactions. Additionally, AI-generated cases or simulated clients may not be presented or utilized as clinical cases for consultation purposes. Working with avatars does not substitute clinical work with real human clients.

Restricted and Prohibited Uses of AI for Basic Training

Trainers may NOT use AI tools for the following:

- Generate simulations represented as actual EMDR therapy, consultation or clinical guidance.
- Replace live instruction by approved human trainers
- Independently evaluate trainee competency, behavioral performance or clinical skill acquisition during practicum, consultation or training activities.

- Provide assessments of competency or final evaluation judgment. This must remain with approved human trainers, assisting practicum faculty or consultants.
- Generate sensitive or clinical guidance, treatment planning or diagnostic advice without human verification.
- Replace live facilitation in contexts requiring human interaction (i.e., practicum, consultation, trauma-informed work)
- Process confidential, proprietary or trainee/client identifiable information
- Analyze clinical cases or session materials
- Present AI-generated clinical guidance as authoritative EMDR instruction
- Reproduce proprietary EMDR training material without authorization – including EMDRIA Curriculum requirements or any additional guides, questions, etc. from EMDRIA basic training materials

How This Applies to EMDRIA™ Approved Events

When presenters, speakers, facilitators, consultants, planning committee members, contractors or other individuals involved in EMDRIA™ approved events use AI, the following responsibilities remain solely with the individual using the technology:

Accuracy and Oversight

- Review and validate all AI-generated content prior to use or presentation
- Ensure alignment with EMDRIA™ standards, educational objectives and the integrity of the EMDR model and related clinical content
- Maintain responsibility for the accuracy, context, citations, scholarly integrity and appropriateness of all educational and promotional materials

Bias and Inclusion

- Evaluate AI-generated outputs for bias, stereotypes, discriminatory assumptions or culturally insensitive content
- Adapt and review materials to support cultural humility, inclusivity, diversity, equity, accessibility and participant safety

Transparency

- AI use must not mislead attendees regarding the source, authorship, expertise or authority of presented material
- Presenters and contributors should disclose AI use when it meaningfully impacts educational content, delivery, participant interaction or event materials. Examples may include AI-supported drafting of presentations, summaries, educational materials, or event communications
- Routine editing assistance (e.g., grammar correction, formatting, transcription cleanup, caption generation) does not require disclosure unless substantive content was generated by AI

Data Protection

- Individuals may not input into AI systems:
 - Confidential or identifiable participant information, Confidential case material or protected health information
 - Proprietary EMDRIA™ content or restricted organizational materials
- Whenever possible, secure or enterprise-approved AI systems should be used, and AI “learning” or data-retention settings should be disabled when handling sensitive information. All AI use must comply with HIPAA, copyright requirements and applicable privacy and ethical standards

Quality Assurance

- AI-assisted materials are subject to the same standards of review, professionalism and accuracy as human-developed materials. EMDRIA™ reserves the right to request clarification, revision, documentation or additional review of AI-assisted event content when appropriate.

Appropriate and Acceptable Uses of AI for EMDRIA™ Approved Events

AI tools may be used to support brainstorming, drafting, formatting, accessibility, organization and administrative efficiency but may not replace human expertise, clinical judgment, relational engagement or professional responsibility.

Appropriate uses may include:

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- Drafting or organizing presentation outlines, learning objectives, handouts and educational materials
- Formatting slides, summaries, schedules, marketing materials, emails, captions or accessibility supports
- Generating brainstorming ideas for discussion questions, audience engagement or educational activities
- Summarizing research literature when independently verified for accuracy, context and source integrity by the presenter or author
- Supporting administrative tasks such as evaluation summaries, communication drafts, scheduling or organizational planning
- AI-generated demonstrations, examples, scripts, role plays, avatars or simulations may be used only when clearly identified as simulated content, reviewed for accuracy and appropriateness and delivered with qualified human oversight. Such simulations may not be represented as actual EMDR therapy, consultation, supervision or clinical guidance. Working with avatars or simulations does not substitute for clinical work with real human clients or relational learning experiences.

Restricted and Prohibited Uses of AI for EMDRIA™ Approved Events

AI tools may not be used to:

- Replace live human presentation, facilitation, consultation or participant interaction in contexts requiring relational, clinical or trauma-informed engagement
- Generate or provide clinical guidance, treatment recommendations or diagnostic conclusions without qualified human review
- Analyze confidential clinical material, identifiable participant information or protected organizational content
- Present AI-generated content as authoritative EMDR instruction without review and verification by qualified professionals
- Misrepresent AI-generated material as original scholarship, clinical expertise or lived professional experience
- Reproduce proprietary EMDRIA™ materials, curriculum content or copyrighted educational resources

Training and Competency in AI

Clinicians using AI should demonstrate:

- Basic AI literacy (strengths, limitations, risks)
- Skill in prompt design and critical evaluation of output
- Understanding ethical and privacy considerations
- Commitment to continue learning by providing information as to how they are participating in ongoing training and updates as AI (and other technologies) evolves (renewal)

Compliance and Violations

EMDRIA™ reserves the right to ask for additional documentation and clinicians must verify submitted information is true and not misleading. Failure to provide documentation or misrepresentation may result in:

- Revocation of approval
- Required re-application

Failure to adhere to EMDRIA™ policies and requirements may result in corrective action, up to and including revocation of EMDRIA Approved Trainer™ status, presenter eligibility or other applicable EMDRIA™ approval designations.

AI Platform and Data Security Requirements

Clinicians should exercise caution when using publicly accessible AI systems that may retain, process or further train on submitted content.

Confidential, proprietary, copyrighted, client-related, trainee-related or organizationally restricted information must not be uploaded into public AI platforms.

Whenever possible, trainers should use institutionally approved or enterprise-secured AI systems with appropriate privacy protections.

Continuous Improvement

This policy will be reviewed regularly to reflect:

- Advances in AI and/or other technologies
- Emerging ethical standards

- Trainer and learner feedback

Potential Disclosure Statements

These are some examples of Potential Disclosure Statements:

General Educational Disclosure

- “Generative AI tools were used to support drafting, formatting, or administrative functions related to this course. All educational content was reviewed, edited and approved by the presenter/trainer to ensure accuracy, relevance and alignment with EMDRIA™ standards.”

Presentation Material Disclosure

- “Generative AI tools were used to support the development of this presentation by assisting with brainstorming, formatting and editing. The presenter reviewed and finalized all substantive clinical content, interpretations and instructional decisions.”

Research and Content Review Disclosure

- “AI-generated summaries or organizational tools were used in the preparation of this educational content. All referenced research, citations and clinical information were independently reviewed and verified by the presenter/trainer.”

Disclosure Statement Regarding Creation of this Policy

This policy was developed using a combination of professional expertise, collaborative human review and limited AI-assisted drafting support. AI tools served as supportive aids only and did not replace human judgment, ethical review or final authorship.