1: Policy Motivations

To promote practices that not only uplift creators but also protect a culture of labor compensation in the arts, the Horror Writers Association (HWA) is implementing this AI Policy. This is necessary to comply with our existing Bylaws and programs while also aligning with principles that safeguard our community.

To avoid confusion, accusations, or decision paralysis internally, the HWA Board is taking steps to establish clear guidelines for use of generative AI at every level of our organization. This guidance is also intended to discourage fraud and clarify the scope of remedies available through the HWA and its membership benefits.

2: Use of AI Within the HWA

No generative AI software, whether cloud-based or locally installed on HWA servers and devices, or on personal servers and devices of HWA volunteers and staff, or generative AI tools added to pre-existing software platforms used by the HWA, will be used in the creation of blog posts, memos, newsletters, social media posts, or other publications, marketing materials, and internal documents.

Simultaneously, the use of AI by social media platforms for feed optimization, in writing software for spell checking and grammar suggestions, or with digital dictation via voice assistants or other software, all of which fall under "AI-assisted operations," is considered standard and not impinging on the livelihoods of humans. As such, these and other standard non-generative AI components of software make for acceptable use and will be allowed in HWA workflows.

While the HWA cannot enforce and/or be held liable for personal devices, the organization will, to the best of its ability, strongly encourage volunteers, contractors, and staff to not actively use software that violates this policy. Any such tools must be considered for approval by the HWA Board, or an appropriate committee as defined in Section 3 of this Policy, before use by volunteers or staff.

3: Software Review

To prevent unauthorized use of generative AI, the HWA will regularly assess new features added to software tools and technological assets already in use, in addition to reviewing any changes to terms of service, privacy policies, and disclaimers for any such tools or assets. An HWA-approved list of software tools and technological assets will be issued to all volunteers and support staff at the beginning of each fiscal year, to be followed by an annual review carried out by the AI Oversight Committee. HWA volunteers and support staff are only permitted to work with the approved software or other technological assets, unless given written approval by the HWA Board or the AI Oversight Committee.

4: Oversight

The AI Oversight Committee will be established by the HWA Board with its members and co-chairs appointed by the President to perform as needed. The AI Oversight Committee will be empowered to investigate, make recommendations, and advise the Board on changes in the artificial intelligence industry in the best interest of the HWA. In addition to oversight, the AI Oversight Committee will also provide guidance and logistical support for other HWA committees and volunteers relating to HWA's AI Policy compliance. The areas of oversight are defined in Sections 4 through 9 of this Policy.

5: Awards

All works submitted for Bram Stoker Award® consideration are certified by the author(s) and publisher to be their own copyrightable, non-AI-generated writing *in the category being judged*. The respective Bram Stoker Award® committees reserve the right to coordinate with the AI Oversight Committee for purposes of verifying authenticity of authorship. If a work under award consideration is conclusively found to be AI-generated, the work will be banned from Bram Stoker Award® consideration. Work that is AI-assisted is still eligible for awards consideration. Specific changes to the Bram Stoker Awards rules, categories, and other activities are made solely by the respective Bram Stoker Awards committees.

6: Scholarships

The author(s) certify all works submitted as part of the scholarship application process to be their own copyrightable work. The respective scholarship committees reserve the right to coordinate with the AI Oversight Committee for purposes of verifying, to the best of the organization's ability, authenticity of authorship. If a work under consideration is found to be AI-generated the applicant can and will be rejected. If the resulting application funded by a scholarship awarded on the basis of a proposal is proven to be AI-generated text the scholarship recipient will be expected to return all previously disbursed scholarship funds. Work that is AI-assisted only is still eligible for scholarship consideration.

7: Publications

Submissions for official HWA publications including but not limited to *The HWA Poetry Showcase*, or HWA-branded anthologies published by our industry partners, are subject to this policy. If such submissions are conclusively found to be AI-generated they will be ineligible for publication. The HWA Publishing Committee and/or HWA publication editors reserve the right to coordinate with the AI Oversight Committee to verify authenticity of authorship. Work that is AI-assisted only is still eligible for publication consideration.

8: Membership

When applying for HWA membership as Active Pro, Affiliate Writer, or Academic Ally, the prospective member certifies that all works submitted to qualify them for eligibility are their own

copyrightable works and not AI-generated. The Membership Committee reserves the right to coordinate with the AI Oversight Committee for purposes of verifying authenticity of authorship to the best of the organization's ability. No work of generative AI may be used to qualify for membership. The HWA reserves the right to revoke the membership of any member who is found to have included an AI-generated work in their membership qualifications.

9: Subject to Revaluation and Updates

The above points are subject to change due to the evolving nature of the AI discussion. The AI Oversight Committee will make recommendations, industry updates, and meet regularly to coordinate appropriately that the HWA Board, senior staff will remain abreast to AI-related issues in the publishing industry and within the HWA itself. This Policy will be updated and adjusted as needed.

10: Compliance Statement

As an employee, contractor, or volunteer of the HWA I certify that I have read and understand the above, and will comply with the HWA AI Policy insofar as my work on behalf of the HWA requires. I understand that my violation of this Policy may lead to appropriate disciplinary action.

Signed:
Date:

11: Supplementary Material

To assist HWA's stakeholders in navigating the complex and evolving landscape of generative text and art, including informed understanding of news items shared by the HWA communications team, the following glossary of AI-related terms is being made available. This glossary will be curated as necessary to keep stakeholders up-to-date with AI developments, and any new language incorporated as part of future updates to the overall HWA AI Policy.

AI
Artificial intelligence, which is an algorithmic construct existing in digital environments either locally in hardware or in software that can interact through networks and devices.

AI-assisted
AI-assisted work incorporates automated processes for editing content, such as line editing suggestions in Microsoft Word and Google Docs, visual filters in Snapseed and comparable software, editing styles in Rotor and other video editors, or Remaster Media or similar audio processing software.

AI-generated
Content originating from AI composition as opposed to human composition; while it might be edited after the fact by a human it is still fundamentally the work of AI. This means the content cannot be copyrighted, cannot belong to the individual user (or in this case the HWA), and is derived from potentially ethically-compromised sources.

AI Ethics
Considerations that must be taken into account by all AI stakeholders, from regulatory bodies and developers to users, when AI systems are being designed for safety and sustainability.

Algorithm
A rules sequence is imparted to AI machines so they can perform tasks.

Applications Programming Interface
Also known as API, this is a set of protocols allowing different software applications to interact.

Artificial Neural Network
An artificial equivalent of a human brain's neurological processes, typically referred to as a neural network.

Augmented Reality
Technology designed to enhance real-world experiences by overlaying digital content onto objects or a user's environment.

Auto Complete
Enhanced search functionality which offers users possible search terms without completely filling in a query.

Auto-Classification
A convergence of AI techniques used to more rapidly and accurately identify and sort data.

BERT
Bidirectional Encoder Representation from Transformers, or BERT for short, Is Google's large-scale pretrained model.

Bias
One of the major concerns since the early 2010s has been the bias exhibited in AI systems when diversity of developers and data sets is not present, as seen in early facial recognition problems or knowledge gaps regarding marginalized communities.

Big Data
Large data sets organizations can use to make business decisions, typically enabled by AI due to the scale of information being assessed.

Bing Chat
Powered by the Microsoft Copilot AI for chat and search functionality.

Bot
Used in multiple contexts, from simple scripts that perform one repetitive action all the way up to and including strong artificial intelligence, "bot" in the discussion of AI often refers to

conversationally reactive AI implemented for customer service, unsolicited advertising, or collecting data.

Chatbot
Chatbots are software designed to imitate human interaction in a text environment, usually in website help desks or socially media private messages.

ChatGPT
Chat Generative Pre-Trained Transformer is the flagship product of OpenAI, has been implemented in countless use cases across social and business domains via integrations with other digital platforms.

Cloud-Based Computing/Software
The evolution of computing, from personal use to large-scale businesses, has been toward non-local storage and activity via remote or even virtual computer processors and software, referred to as “the cloud” in which “cloud-based computing” occurs.

Cognitive Computing
Interchangeable with AI or artificial intelligence, this term is generally used when marketers want to reach people who will respond better when AI is not mentioned.

Composite AI
Combined AI techniques utilized to allow an AI to perform a wider range of tasks.

Computational Linguistics
The interdisciplinary field concerned with computational language usage.

Computer Vision
The area of technology and science that allows AI engineers to automate processes performed by human eyesight, typically paired with other AI functionality.

Content
Documents that can be used as training data; alternatively, documents that can be generated by AI.

Conversational AI
Conversational AI platforms are interfaces that allow users to directly interact with AI customer support on websites, instant message chatbots, or SMS chatbots.

Corpus
A comprehensive language training set representing all the concepts and topics an AI will be expected to operate with.

DALL-E

The generative visual art AI created by OpenAI, and one of the largest competitors in visual art AI, now integrated with many digital platforms.

Data Extraction
The retrieval and collection of data which may result in a format that is highly unstructured.

Data Ingestion
Taking in, restructuring, and archiving data in a way that will be usable by machine learning.

Data Mining
The process of sorting through and recognizing patterns in large amounts of data.

Data Science
The interdisciplinary field for using algorithms to gather and analyze large amounts of data, enabling strategic business and governmental decisions.

Deep Learning
A subset of machine learning capable of dealing with unstructured data due to its ability to mimic human neurology during the learning process.

Emergent Behavior
Nonlinear phenomena in systems accumulates over time with the outcome being the emergence of behaviors, which can be unpredictable but are crucial for many processes including the diffusion progressions that generative AI rely on to create an output.

Emotion AI
Also known as Affective Computing. This is used to apply generative text language models in a way that is personalized to individual users' moods, such as in the case of "AI significant other" apps.

Few-Shot Learning
A learning model that allows for training on a limited amount of data to create high quality and varied outputs.

Fine-Tuned Model
An AI model trained for niche applications, such as industry-specific problem solving.

Foundational Model
The baseline model of an AI upon which other applications or fine-tuned models can be used, such as BERT or DALL-E.

Generative AI
A type of AI that can generate images, music, text, or video based on user input and the data sets it has been trained on.

Guardrails
Restrictions that ensure AI behaves ethically when handling data or generating outputs.

Hallucination
An incorrect response from a system, generally false information provided in the AI's output.

Hyperparameter
This would be a parameter impacting how an AI model learns, set manually outside of the model itself.

Image Recognition
The digital process of recognizing specific details from photographs or video, such as text or people, that can then be used in other contexts.

Inspirobot
The first combination image and text AI to go viral, providing much data over the years for what combinations of text and image elements people respond well to.

Intelligent Document Processing
Also known as IDP.

Large Language Model
An AI trained on large sets of text across multiple fields and genres so that it can generate text in the style of humans.

Limited Memory
A machine learning system that interprets real-time data which is then stored in databases for decision making.

Machine Learning
The field of AI development is dedicated to creating algorithms and/or models that enable machines to use data for decision making and task performance independently from humans.

Metadata
This is the type of data that describes other data, allowing deeper analytics.

Midjourney
An industry-leading generative art platform, and the first to be frequently used for generating book covers and illustrations on a large scale.

Microsoft
Microsoft is not only the maker of some of the most popular word processing and productivity software, it is also the largest investor in AI research and development. Their AI-powered Bing

Chat has recently been integrated with many of their other products, and they are currently being scrutinized for loopholes in their software licenses that allow for training AI with user data.

Model
A tool developed by the machine learning algorithm to aid with creating similar outputs in the future.

Multi-Modal Models
Language models capable of training from or using data from multiple source types, such as images and audio, to provide increased variety and quality of outputs in a wider array of use cases.

Natural Language Processing
The type of AI that allows computers and devices to understand text of voice inputs and respond in kind.

Natural Language Understanding
The component of Natural Language Processing that deals with computer understanding of unstructured language data.

Natural Language Generation
Also called NLG, this is the process of providing AI-generated voice translation or text subtitles in real time during a live event, either in person or attended remotely.

Neural Network
A network of nodes inspired by the arrangement of neurons in a human brain, used for AI cognition.

OpenAI
The parent organization behind ChatGPT, DALL-E, and other products.

Output
The end result of a generative AI's attempt to create something based on a user prompt.

Overfitting
This occurs when an AI is unable to generalize and apply learning to new situations, instead only being able to work with very specific subsets of old data.

Pattern Recognition
One of the chief skills of AI is vastly superior pattern recognition ability when compared to humans for sorting through large volumes and time frames of data, relied on heavily when assessing most likely progressions, such as making word choices in generative text or arranging pixels in generative art.

Personal Assistant
In the context of AI this refers to voice activated or text enabled systems that operate in a similar fashion to chatbots, typically constrained to specific devices with the goal of accomplishing simple tasks on the behalf of a user (often while also training voice-imitating AI and providing salable consumer data).

Photoshop
Adobe's photo editing and design software, which not only includes a stock photo library but now also offers generative AI trained on those stock photos.

Plugins
A component of software that adds new functionality for the software, often connecting two different software platforms.

Predictive Analytics
An interdisciplinary predictive process based on current and historical data.

Prescriptive Analytics
Technology-enabled analysis of historical patterns and various possible scenarios to allow organizations to make strategic decisions.

Prompt
Text, image, or other input by a user that directs the generative process for an AI.

Quantum Computing
Making use of quantum mechanics phenomena like quantum entanglement allows for drastically faster computational abilities than classical computing.

Recurrent Neural Networks
A method for language models that uses outputs from the model as additional training material.

Reinforcement Learning
A form of machine learning based on reward or penalization due to demonstrated understanding.

Responsible AI
The measure of how explainable, transparent, sustainable, and fair an organization's use of AI is.

Rules-Based Machine Translation
The classical method of translating human language for machines to understand variables such as context-dependent meaning.

Sentiment

The unspoken understandings contained in a text.

Sentiment Analysis
The process of inferring sentiments behind tone and opinion in text samples; also known as opinion mining.

Shutterstock
The stock image provider which has expanded into generative art AI.

Social Media
Originally intended for connectivity and networking, in the context of AI social media platforms are known to train, be enabled by, or are invested in AI, with varying degrees of opt-out features.

Speech Analytics
The identification of speech and audio patterns to reveal mood and intent.

Structured Data
Easily-defined and searchable data such as ISBNs and mailing addresses.

Supervised Learning
A machine learning process in which outputs are classified and used to help train the AI to generate improved outputs.

Test Set
These are documents used to assess the accuracy of a machine learning system after each round of training.

Token
This is a base unit of text characters essential for tracking use in the AI generation process. A Token could be an entire word or just part of a word.

Training Data
The examples and information used by AI when learning or generating content.

Transfer Learning
A machine learning process that involves applying previously learned data and approaches to new situations.

Tunable
A type of AI model that can be easily adapted for specific use cases.

Turing Test

Computer scientist Alan Turing devised this test in order to assess the sentience level of computers.

Unstructured Data
Difficult to search, undefined content which is not in text form, encapsulating most of the world's data.

Unsupervised Learning
A machine learning method in which algorithms are trained with unlabeled and unstructured data.

Voice Recognition
Also called speech recognition or hands-free operation, this involves computers listening to and interpreting human speech in order to then respond with text, voice, or other output of its own.

Virtual Reality (VR)
The opposite of augmented reality, VR seeks to replicate real-world experiences in a fully digital environment.