

HB1514 • Virginia

Employment decisions; automated decision systems, civil penalty.

Introduced

Risk: High

Comprehensive

Last Action (Feb 18, 2026): Left in Committee Appropriations

Summary

VA HB1514: Employment decisions, including disclosures and complaint processes.

Business Impact

If you use AI for employment decisions in Virginia, you must ensure compliance with automated decision system regulations by July 1, 2024, or face civil penalties.

Key Provisions

- Requires human involvement in employment decisions influenced by automated systems.
- Mandates compliance with federal and state laws.
- Requires annual testing of automated decision systems.
- Imposes civil penalties for any employer that violates the provisions of the bill.
- Specifies an opt-out mechanism for the use of automated decision systems.
- Mandates data security and staff training on automated decision systems.
- Requires state agencies to disclose their use of automated decision systems.
- Requires the Department and local government employers to establish and publicize a process for filing concerns and complaints.

Compliance Checklist

- Ensure compliance with federal and state laws regarding automated decision systems. | Who: State agencies and local governments | Penalty: Civil penalties for violations
- Provide a process for individuals to opt out of automated decision systems. | Who: State agencies and local governments | Penalty: Civil penalties for violations
- Annually test automated decision systems for algorithmic discrimination. | Who: State agencies and local governments | Penalty: Civil penalties for violations

Industries Affected

Consumer Protection

Technology

Human Resources

Employment

Government

Topics

AI in Employment

AI Transparency

AI in Government

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Marcus B. Simon	Democratic	Cosponsor
Vivian E. Watts	Democratic	Primary
Hyland F. "Buddy" Fowler, Jr.		Primary
Luke E. Torian	Democratic	Primary
Terry G. Kilgore	Republican	Cosponsor
Delores L. McQuinn	Democratic	Primary
Jennifer Carroll Foy	Democratic	Cosponsor
Dawn M. Adams		Cosponsor
Lashrecse D. Aird	Democratic	Cosponsor
Betsy B. Carr	Democratic	Cosponsor
Elizabeth R. Guzman		Cosponsor
Patrick A. Hope	Democratic	Cosponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2026-02-11	Subcommittee recommends laying on the table	5	0	Passed
2026-02-10	Reported from General Laws	21	0	Passed
2026-02-05	Subcommittee recommends reporting	8	0	Passed

Official Source

<https://lis.virginia.gov/bill-details/20261/HB1514>

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