

HB5118 • Texas

Relating to a study on employer and state agency use of automated employment decision tools in assessing an applicant's suitability for a position.

Introduced

Risk: Medium

Study/Task Force

Effective: Sep 01, 2025 | Last Action (May 15, 2025): Placed on General State Calendar

Summary

The bill mandates a study on the use of AI in hiring by employers and state agencies to assess bias and transparency.

Business Impact

If you use AI in hiring in Texas, you must prepare for potential audits and bias assessments by November 15, 2026.

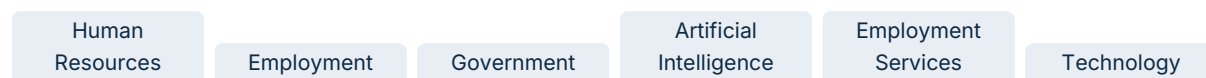
Key Provisions

- The Texas Workforce Commission will conduct a study on AI in hiring practices.
- The study will evaluate bias detection methods and transparency requirements for AI vendors.
- A report with findings and recommendations is due by November 15, 2026.
- The bill allows for federal funds and donations to support the study.
- The act expires on September 1, 2027.
- The commission may adopt necessary rules to implement the act.

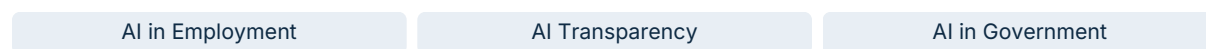
Compliance Checklist

- Prepare for potential audits and bias assessments related to AI in hiring. | Who: Employers using AI for hiring decisions. | Penalty: Potential regulatory scrutiny or recommendations for legislative action.
- Review and adjust hiring practices to ensure compliance with upcoming findings. | Who: Employers and state agencies utilizing automated employment decision tools. | Penalty: Increased risk of bias claims and regulatory action.

Industries Affected



Topics



Bill Sponsors

Name	Party	Role
Goodwin		Primary
Bhojani		Primary
Ordaz		Primary
Lujan		Primary
Harris Davila		Primary
Longoria		Primary

Official Source

<https://capitol.texas.gov/BillLookup/History.aspx?LegSess=89R&Bill;=HB5118>

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