

HB 1421 • Indiana

Ban on employer use of automated decision systems.

In Committee

Risk: Medium

Comprehensive

Last Action (Jan 08, 2026): Authored by Representative Harris

Summary

HB 1421 prohibits Indiana employers from solely using automated decision systems for employment decisions, mandates disclosures, and allows civil actions for violations.

Business Impact

If you use AI for hiring, you must meet conditions or face legal action.

Key Provisions

- Prohibits exclusive reliance on automated decision systems for employment decisions.
- Requires compliance with specific conditions when using automated decision system outputs.
- Protects covered individuals from discrimination or retaliation related to these systems.
- Mandates disclosure requirements for employers using automated decision systems.
- Empowers the Department of Labor to enforce compliance.
- Allows civil actions for violations by covered individuals or labor organizations.

Compliance Checklist

- Ensure that automated decision systems are not used exclusively for employment decisions. | Who: Employers | Penalty: Potential civil action for violations.
- Meet specific conditions when using outputs from automated decision systems. | Who: Employers | Penalty: Potential civil action for violations.
- Provide required disclosures regarding the use of automated decision systems. | Who: Employers | Penalty: Potential civil action for violations.

Industries Affected

Topics

- AI in Employment AI Transparency Automated Decision-Making

Bill Sponsors

Name	Party	Role
Earl Harris	Democratic	Author

Related Bills

- HB1421 (IN)

Official Source

<https://openstates.org/in/bills/2026/HB1421/>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.