

HB3773 • Illinois

LIMIT PREDICTIVE ANALYTICS USE

Passed Both Chambers

Risk: High

Comprehensive

Effective: Jan 01, 2026 | Last Action (Aug 09, 2024): Public Act 103-0804

Summary

The bill prohibits employers from using AI in ways that discriminate against protected classes, including using zip codes as a proxy, and mandates employee notification of AI usage.

Business Impact

If you use AI in hiring or employment decisions in Illinois, you must notify employees of AI usage by January 1, 2026, or face civil rights violations.

Key Provisions

- Prohibits employers from using AI that discriminates against protected classes, including using zip codes as a proxy.
- Requires employers to notify employees of AI usage in employment decisions.
- Defines 'artificial intelligence' and 'generative artificial intelligence'.
- Effective date for compliance is January 1, 2026.
- Removes previous amendments related to the Consumer Fraud and Deceptive Business Practices Act.

Compliance Checklist

- Notify employees of AI usage in employment decisions | Who: Employers using AI in hiring or employment practices | Penalty: Civil rights violation
- Ensure AI does not discriminate based on protected classes | Who: Employers using AI in hiring or employment practices | Penalty: Civil rights violation

Industries Affected

Topics

[AI in Employment](#)
[Comprehensive AI](#)

Bill Sponsors

Name	Party	Role
Jaime Andrade	D	Sponsor
Abdelnasser Rashid	D	Sponsor
Lilian Jimenez	D	Sponsor
Jay Hoffman	D	Sponsor
Dave Vella	D	Sponsor
Natalie Manley	D	Sponsor
Will Guzzardi	D	Sponsor
Dagmara Avelar	D	Sponsor
Barbara Hernandez	D	Sponsor
Emanuel Welch	D	Sponsor
Javier Cervantes	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2024-05-24	Concurrence in House	100	15	Passed
2024-05-15	Third Reading in Senate	57	0	Passed
2024-04-19	Third Reading in House	106	0	Passed

Amendments

- House Amendment 001 — 2024-03-26 (Not Adopted)
- House Amendment 002 — 2024-04-03 (Not Adopted)
- House Amendment 003 — 2024-04-16 (Not Adopted)
- Senate Amendment 001 — 2024-05-07 (Not Adopted)
- Senate Amendment 002 — 2024-05-10 (Not Adopted)
- Senate Amendment 003 — 2024-05-14 (Not Adopted)

Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=3773&GAID;=17&DocTypeID;=HB&SessionID;=112&GA;=103>

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