

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 based on protected classes and mandates employee notification of AI use, effective January 1, 2026.

Business Impact

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

Key Provisions

- Prohibits the use of AI that discriminates based on protected classes in employment.
- Requires employers to notify employees of AI use in employment decisions.
- Defines 'artificial intelligence' and 'generative artificial intelligence'.
- Sets an effective date of January 1, 2026.
- Addresses the use of zip codes as a proxy for discrimination.

Compliance Checklist

- Notify employees of AI use 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 utilizing AI for recruitment, hiring, or other employment decisions | Penalty: Civil rights violation

Industries Affected

Consumer Protection

Employment

Human Resources

Employment Services

Technology

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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