

# HB4977 • Illinois

## VIDEO INTERVIEW DEMOGRAPHIC

Introduced

Risk: Medium

Amendment

Last Action (Jun 23, 2020): Rule 19(b) / Re-referred to Rules Committee

## Summary

This bill requires employers relying solely on AI for interview qualifications to report demographic data to assess potential racial bias in AI decisions.

## Business Impact

If you use AI to screen job applicants in Illinois, you must report demographic data to the state or face potential penalties.

## Key Provisions

- Employers relying solely on AI for interview qualifications must gather demographic data.
- Demographic data must be reported to the Department of Commerce and Economic Opportunity.
- The Department will analyze the data for racial bias.
- The Department must report findings to the Governor and General Assembly.

## Compliance Checklist

- Gather and report demographic information related to AI hiring decisions. | Who: Employers using AI for hiring. | Penalty: Potential unspecified penalties for non-compliance.

## Industries Affected

Human Resources

Technology

Employment

## Topics

## Bill Sponsors

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Name	Party	Role
Kelly M. Cassidy	Democratic	Primary
Jaime M. Andrade, Jr.		Primary
Camille Y. Lilly	Democratic	Primary
Jim Durkin		Primary
Karen May		Primary
Thomas Holbrook		Primary
Careen M Gordon		Primary
George Scully, Jr.		Primary
M. Maggie Crotty		Cosponsor
Deanna Demuzio		Cosponsor
Bob Biggins		Primary
Susan Garrett		Cosponsor

## Related Bills

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- HB0053 (IL)

## Official Source

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<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=4977&GAID;=15&DocTypeID;=HB&SessionID;=108&GA;=101>

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