

AUTOMATED DECISION TOOLS

Introduced

Risk: High

Comprehensive

Effective: Jan 01, 2026 | Last Action (Feb 08, 2024): Referred to Rules Committee

Summary

The Automated Decision Tools Act mandates impact assessments and notifications for automated decision tools by 2026 to mitigate algorithmic discrimination.

Business Impact

If you deploy automated decision tools in Illinois, you must perform annual impact assessments by 2026 or face civil penalties.

Key Provisions

- Annual impact assessments required by January 1, 2026.
- Notification to individuals affected by consequential decisions made by automated decision tools.
- Establishment of a governance program to manage risks of algorithmic discrimination, including a designated compliance officer.
- Impact assessments must be submitted to the Department of Human Rights within 60 days of completion.
- Civil actions can be brought by the Attorney General against deployers for algorithmic discrimination starting January 1, 2027.
- Publicly available policy summarizing automated decision tools in use and risk management.
- Exemption for deployers with fewer than 25 employees unless impacting more than 999 people per year.

Compliance Checklist

- Perform annual impact assessments for automated decision tools | Who: Deployers of automated decision tools | Penalty: Civil penalties and potential lawsuits
- Notify individuals affected by consequential decisions | Who: Deployers of automated decision tools | Penalty: Civil actions for non-compliance

- Establish and maintain a governance program | Who: Deployers of automated decision tools | Penalty: Administrative fines for violations

Industries Affected

Data Analytics Technology Healthcare Finance Education

Topics

Automated Decision-Making Comprehensive AI

Bill Sponsors

Name	Party	Role
Daniel Didech	D	Sponsor

Related Bills

- HB5322 (IL)
- SB2203 (IL)

Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=5116&GAID;=17&DocTypeID;=HB&SessionID;=112&GA;=103>

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