

HB5116 • Illinois

AUTOMATED DECISION TOOLS

Introduced

Risk: High

Comprehensive

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

Summary

Requires impact assessments and notifications for automated decision tools by 2026.

Business Impact

If you deploy automated decision tools in Illinois, you must conduct impact assessments by 2026 or face legal action.

Key Provisions

- Annual impact assessments required for automated decision tools by 2026.
- Notification to individuals when tools are used in consequential decisions.
- Governance program to manage risks of algorithmic discrimination.
- Impact assessments must be submitted to the Department of Human Rights.
- Attorney General can bring civil action for violations.

Compliance Checklist

- Conduct annual impact assessments for automated decision tools. | Who: Deployers of automated decision tools. | Penalty: Potential civil action by the Attorney General.
- Notify individuals when automated decision tools are used in consequential decisions. | Who: Deployers of automated decision tools. | Penalty: Potential civil action by the Attorney General.
- Establish a governance program to manage risks of algorithmic discrimination. | Who: Deployers of automated decision tools. | Penalty: Potential civil action by the Attorney General.

Industries Affected

Technology

Data Analytics

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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