

# HB5322 • Illinois

## ALGORITHMIC IMPACT ASSESSMENTS

Introduced

Risk: High

Comprehensive

Effective: Jan 01, 2026 | Last Action (Apr 05, 2024): Rule 19(a) / Re-referred to Rules Committee

## Summary

The bill mandates annual algorithmic impact assessments and for any significant updates to automated decision tools in Illinois.

## Business Impact

If you deploy automated decision tools in Illinois, you must complete annual impact assessments by January 1, 2026, or face legal penalties.

## Key Provisions

- Deployers must complete annual impact assessments and for significant updates by January 1, 2026.
- Developers must also conduct annual assessments and for significant updates starting January 1, 2026.
- Impact assessments must evaluate risks of algorithmic discrimination.
- Exempts deployers with fewer than 50 employees unless they affect over 999 people annually.
- Developers must provide deployers with documentation on tool limitations and data used.
- Impact assessments requested by the Attorney General are confidential.

## Compliance Checklist

- Complete and document an impact assessment for automated decision tools. | Who: Deployers of automated decision tools. | Penalty: Legal action by the Attorney General for non-compliance.
- Provide documentation on tool limitations and data used to deployers. | Who: Developers of automated decision tools. | Penalty: Potential legal consequences if not provided.

## Industries Affected

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Data Analytics Technology Healthcare Finance Education

## Topics

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AI in Employment Automated Decision-Making Comprehensive AI

## Bill Sponsors

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Name	Party	Role
Abdelnasser Rashid	D	Sponsor

## Related Bills

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- HB5116 (IL)

## Official Source

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<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=5322&GAID;=17&DocTypeID;=HB&SessionID;=112&GA;=103>

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