

HB5322 • Illinois

ALGORITHMIC IMPACT ASSESSMENTS

Introduced

Risk: Medium

Comprehensive

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

Summary

Requires annual impact assessments for automated decision tools in Illinois starting 2026.

Business Impact

If you deploy AI tools in Illinois, you must complete annual assessments by 2026 or face legal scrutiny.

Key Provisions

- Annual impact assessments required for automated decision tools.
- Developers must provide deployers with tool limitations and data usage documentation.
- Exemption for deployers with fewer than 50 employees unless impacting over 999 people.
- Attorney General can request access to certain assessments.
- Focus on risks of algorithmic discrimination.

Compliance Checklist

- Complete and document annual impact assessments. | Who: Deployers of automated decision tools | Penalty: Legal scrutiny by Attorney General
- Provide deployers with documentation on tool limitations and data usage. | Who: Developers of automated decision tools | Penalty: Legal scrutiny by Attorney General

Industries Affected

Technology

Data Analytics

Topics

Bill Sponsors

Name	Party	Role
Abdelnasser Rashid	D	Sponsor

Related Bills

- HB5116 (IL)

Official Source

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

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