

SB2473 • Texas

Relating to the use of an automated employment decision tool by a state agency to assess a job applicant's fitness for a position.

Introduced

Risk: High

Comprehensive

Effective: Sep 01, 2025 | Last Action (Apr 03, 2025): Referred to Business & Commerce

Summary

This bill regulates the use of automated employment decision tools by state agencies in Texas to assess job applicants' fitness for positions.

Business Impact

If you use AI in hiring for state jobs in Texas, you must notify applicants about the AI assessment by September 1, 2025, or face compliance issues.

Key Provisions

- State agencies must notify applicants if an automated employment decision tool will be used.
- Agencies must provide information on how the tool assesses applicants' fitness.
- Agencies must mitigate biases in automated tools to prevent discrimination.

Compliance Checklist

- Notify applicants about the use of automated employment decision tools. | Who: State agencies | Penalty: Potential legal challenges or operational disruptions
- Provide details on the assessment process of the automated tool. | Who: State agencies | Penalty: Potential legal challenges or operational disruptions
- Implement measures to mitigate biases in automated tools. | Who: State agencies | Penalty: Potential legal challenges or operational disruptions

Industries Affected

Public
Sector

Artificial
Intelligence

Employment

State
Agencies

Human
Resources

State
Government

Technology

Government

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Kolkhorst		Primary
Hinojosa		Primary
Menéndez		Primary

Official Source

<https://capitol.texas.gov/BillLookup/History.aspx?LegSess=89R&Bill;=SB2473>

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