

## VIDEO INTERVIEW DEMOGRAPHIC

Passed Both Chambers

Risk: Medium

Amendment

Last Action (Jul 09, 2021): Public Act . . . . . 102-0047

### Summary

Employers using AI for video interviews must report demographic data to assess racial bias by December 31 each year.

### Business Impact

If you use AI for hiring in Illinois, you must report demographic data annually by December 31 or face potential scrutiny from regulators.

### Key Provisions

- Employers using AI for video interviews must collect demographic data of applicants.
- Data must include race and ethnicity of applicants selected and not selected for interviews.
- Reports are due annually by December 31, covering the previous year.
- The Department of Commerce and Economic Opportunity will analyze the data for racial bias.
- Findings must be reported to the Governor and General Assembly by July 1 each year.

### Compliance Checklist

- Collect demographic data of applicants based on AI interview outcomes. | Who: Employers using AI for hiring. | Penalty: Increased scrutiny from regulators.
- Report collected demographic data to the Department of Commerce and Economic Opportunity. | Who: Employers using AI for hiring. | Penalty: Increased scrutiny from regulators.

### Industries Affected

Human Resources

Technology

# Topics

AI in Employment

Comprehensive AI

## Bill Sponsors

Name	Party	Role
Jaime Andrade	D	Sponsor
Gregory Harris	D	Sponsor
John Connor	D	Sponsor
Jacqueline Collins	D	Sponsor

## Roll Call Votes

Date	Description	Yea	Nay	Result
2021-05-25	Third Reading in Senate	43	11	Passed
2021-04-21	Third Reading in House	112	5	Passed

## Related Bills

- HB4977 (IL)

## Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=53&GAID;=16&DocTypeID;=HB&SessionID;=110&GA;=102>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.