

LIMIT PREDICTIVE ANALYTICS USE

In Committee

Risk: Medium

Amendment

Last Action (Mar 28, 2022): Added as Alternate Co-Sponsor Sen. Karina Villa

Summary

HB1811 amends the Illinois Human Rights Act, not preventing predictive analytics for diverse hiring, and prohibits using race or zip code as risk factors in credit decisions.

Business Impact

If you use predictive analytics for hiring or credit assessments in Illinois, you must ensure no bias based on race or zip code or face penalties.

Key Provisions

- Does not prevent predictive analytics to support diverse candidate inclusion in employment.
- Defines 'predictive data analytics' as automated machine learning for behavior analysis.
- Prohibits using race or zip code as risk factors in credit decisions.
- Requires entities using predictive analytics for over 50 consumers to implement bias prevention procedures.
- Amends the Consumer Fraud and Deceptive Business Practices Act regarding credit-related actions.
- Includes other unspecified changes to the Illinois Human Rights Act.

Compliance Checklist

- Implement procedures to prevent bias based on race or zip code in credit assessments. | Who: Entities using predictive analytics for creditworthiness. | Penalty: Potential legal challenges under the amended acts.
- Ensure predictive analytics used for hiring supports diverse candidate inclusion. | Who: Employers using predictive analytics in hiring. | Penalty: Potential legal challenges under the amended acts.

Industries Affected

Human Resources

Employment Services

Financial Services

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Jaime Andrade	D	Sponsor
Mary Flowers	D	Sponsor
Keith Wheeler	R	Sponsor
Elizabeth Hernandez	D	Sponsor
Carol Ammons	D	Sponsor
Aaron Ortiz	D	Sponsor
Bradley Stephens	R	Sponsor
Jawaharial Williams	D	Sponsor
Deborah Conroy	D	Sponsor
Latoya Greenwood	D	Sponsor
LaShawn Ford	D	Sponsor
Thaddeus Jones	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2022-03-04	Third Reading in House	104	0	Passed

Amendments

- House Amendment 001 — 2021-04-20 (Not Adopted)
- House Amendment 002 — 2021-04-20 (Not Adopted)
- House Amendment 003 — 2022-03-01 (Not Adopted)

Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=1811&GAID;=16&DocTypeID;=HB&SessionID;=110&GA;=102>

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