

HB1351 • Georgia

State government; require state agencies to provide a notice to employees when using artificial intelligence in personnel matters

Introduced

Risk: Medium

Comprehensive

Last Action (Feb 19, 2026): House Second Readers

Summary

GA HB1351 requires state agencies to notify employees and issue a disclaimer about AI use in personnel matters, amending Chapter 1 of Title 50 of the Official Code of Georgia Annotated. The method of delivery for the notice and disclaimer is not specified.

Business Impact

If you operate a state agency in Georgia and use AI in personnel decisions, you must notify employees or face potential penalties.

Key Provisions

- State agencies must notify employees and issue a separate disclaimer when using AI in personnel matters. The method of delivery for the notice and disclaimer is not specified.
- The bill amends Chapter 1 of Title 50 of the Official Code of Georgia Annotated.
- The bill provides definitions related to AI use.
- The bill includes a provision to repeal conflicting laws.

Compliance Checklist

- Notify employees about the use of AI in personnel decisions | Who: State agencies | Penalty: Potential legal challenges or scrutiny
- Issue a disclaimer regarding AI use | Who: State agencies | Penalty: Potential legal challenges or scrutiny

Industries Affected

Topics

AI in Insurance

AI in Government

Comprehensive AI

Bill Sponsors

Name	Party	Role
David Knight		Primary
Matt Hatchett	Republican	Primary
Mark Newton	Republican	Primary
Terry England		Primary
Jon Burns	Republican	Primary
Gerald Greene	Republican	Primary
Lydia Glaize	Democratic	Primary
Miriam Paris	Democratic	Primary
Carl Gilliard	Democratic	Primary
Demetrius Douglas	Democratic	Primary
Ken Vance		Primary
Tremaine Reese		Primary

Official Source

<https://www.legis.ga.gov/legislation/73295>

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