

VIDEO INTERVIEW ACT

Passed Both Chambers

Risk: Medium

Comprehensive

Last Action (Aug 09, 2019): Public Act 101-0260

Summary

The Artificial Intelligence Video Interview Act requires employers in Illinois to notify applicants about AI use in video interviews and obtain consent.

Business Impact

If you use AI in hiring in Illinois, you must notify candidates and get consent or face penalties.

Key Provisions

- Employers must notify applicants about AI use in video interviews.
- Employers must provide an information sheet explaining AI evaluation methods.
- Written consent from applicants is required before AI evaluation.
- Sharing of applicant videos is limited to necessary personnel.
- Employers must delete videos upon applicant request within 30 days.

Compliance Checklist

- Notify applicants about AI use in video interviews | Who: Employers | Penalty: Cannot use AI for non-consenting applicants
- Provide an information sheet explaining AI evaluation | Who: Employers | Penalty: Cannot use AI for non-consenting applicants
- Obtain written consent from applicants | Who: Employers | Penalty: Cannot use AI for non-consenting applicants
- Delete applicant videos upon request | Who: Employers | Penalty: Potential legal repercussions for non-compliance

Industries Affected

Technology

Recruitment

Human Resources

Topics

AI in Employment

Comprehensive AI

Bill Sponsors

Name	Party	Role
Jaime Andrade	D	Sponsor
Diane Pappas	D	Sponsor
Terra Costa Howard	D	Sponsor
Iris Martinez	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2019-05-29	Concurrence in House	115	0	Passed
2019-05-23	Third Reading in Senate	58	0	Passed
2019-03-27	Third Reading in House	101	3	Passed

Amendments

-
- Senate Amendment 001 — 2019-05-16 (Not Adopted)

Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=2557&GAID;=15&DocTypeID;=HB&SessionID;=108&GA;=101>

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.