

HB2557 • Illinois

VIDEO INTERVIEW ACT

Passed Both Chambers

Risk: Medium

Narrow/Targeted

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

Summary

Regulates AI use in video interviews, requiring notification, consent, and limited video sharing, without specifying an effective date.

Business Impact

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

Key Provisions

- Notify applicants in writing about AI usage in video interviews.
- Provide an information sheet explaining AI analysis and criteria.
- Obtain written consent from applicants for AI evaluation.
- Prohibit AI evaluation without applicant consent.
- Restrict video sharing to necessary evaluators only.

Compliance Checklist

- Notify applicants about AI usage in video interviews. | Who: Employers using AI in hiring | Penalty: Potential legal challenges or hiring restrictions
- Provide information sheet on AI analysis. | Who: Employers using AI in hiring | Penalty: Potential legal challenges or hiring restrictions
- Obtain written consent for AI evaluation. | Who: Employers using AI in hiring | Penalty: Potential legal challenges or hiring restrictions

Industries Affected

Recruitment

Technology

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>

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