

# HB1255 • Maryland

## Labor and Employment - Automated Employment Decision Tools - Prohibition

Introduced

Risk: Medium

Comprehensive

Effective: Oct 01, 2024 | Last Action (Feb 09, 2024): Hearing 3/06 at 1:00 p.m.

### Summary

The bill prohibits employers from using automated employment decision tools for certain decisions, with exceptions, and mandates notification to applicants within 30 days of use.

### Business Impact

If you use automated tools for hiring in Maryland, you must notify applicants within 30 days or face penalties for non-compliance.

### Key Provisions

- Prohibits employers from using automated employment decision tools for certain employment decisions, with exceptions.
- Requires notification to applicants within 30 days of using an automated employment decision tool.
- Imposes penalties for employers who fail to notify applicants as required.

### Compliance Checklist

- Notify applicants of the use of automated employment decision tools | Who: Employers using such tools | Penalty: Penalties for non-compliance

### Industries Affected

Recruitment

Technology

Employment Services

Human Resources

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
Sandy Bartlett	D	Sponsor

## Related Bills

- SB957 (MD)

## Official Source

<https://mgaleg.maryland.gov/mgaweb/Legislation/Details/HB1255?ys=2024RS>

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