

HB1421 • Indiana

Ban on employer use of automated decision systems.

Introduced

Risk: High

Comprehensive

Last Action (Jan 08, 2026): First reading: referred to Committee on Employment, Labor and Pensions

Summary

HB1421 prohibits employers from relying solely on automated decision systems for employment decisions and sets disclosure requirements.

Business Impact

If you operate in Indiana, you must disclose your use of automated decision systems in hiring by July 1, 2024, or face penalties.

Key Provisions

- Prohibits reliance solely on automated decision systems for employment decisions.
- Requires disclosure of automated decision system use and conditions for output usage.
- Empowers the Department of Labor to take enforcement actions.
- Allows a covered individual or labor organization to bring a civil action for a violation.
- Protects individuals from discrimination or retaliation for exercising rights under the bill.

Compliance Checklist

- Review and adjust employment decision-making processes to ensure compliance with the bill. | Who: Employers | Penalty: Potential enforcement actions by the Department of Labor
- Establish disclosure protocols for the use of automated decision systems. | Who: Employers | Penalty: Potential enforcement actions by the Department of Labor

Industries Affected

Employment

Technology

Employment
Services

Human Resources

Consumer
Protection

Topics

AI in Employment

AI Transparency

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Ronald Bacon		Author
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Bruce Borders	Republican	Author
Curt Nisly		Coauthor
Doug Miller	Republican	Coauthor
Mark Stoops		Cosponsor
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Sally Siegrist		Coauthor
Blake Doriot	Republican	Sponsor
Dennis Kruse		Sponsor
Jeff Raatz	Republican	Sponsor
Gregory Porter	Democratic	Coauthor

Related Bills

- [HB 1421 \(IN\)](#)

Official Source

<https://iga.in.gov/legislative/2026/bills/house/1421/details>

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