

SB957 • Maryland

Labor and Employment – Automated Employment Decision Tools – Prohibition

Introduced

Risk: Medium

Narrow/Targeted

Effective: Oct 01, 2024 | Last Action (Feb 09, 2024): Hearing 3/14 at 1:00 p.m.

Summary

Prohibits certain uses of automated tools for employment decisions, subject to exceptions, and requires notification to applicants within 30 days after use.

Business Impact

If you use AI in hiring in Maryland, notify applicants within 30 days or face penalties.

Key Provisions

- Prohibits certain uses of automated employment decision tools, subject to exceptions.
- Requires notification to applicants within 30 days after tool use.
- Imposes penalties for failure to notify.

Compliance Checklist

- Notify applicants of automated tool use | Who: Employers using AI in hiring | Penalty: Penalties per violation

Industries Affected

Technology

Human Resources

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Katie Hester	D	Sponsor

Related Bills

- HB1255 (MD)

Official Source

<https://mgaleg.maryland.gov/mgaweb/Legislation/Details/SB0957?ys=2024RS>

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.