

A2726 • New Jersey

Regulates use of automated employment decision tools in employment decisions to minimize discrimination in employment.

Introduced

Risk: High

Comprehensive

Last Action (Jan 13, 2026): Introduced, Referred to Assembly Science, Innovation and Technology Committee

Summary

This bill regulates the use of automated employment decision tools in New Jersey to minimize discrimination, with specific requirements and penalties to be confirmed.

Business Impact

If you use automated employment decision tools in New Jersey, you must ensure compliance with anti-discrimination standards by July 2024 or face penalties.

Key Provisions

- Notice to candidates
- Penalties for non-compliance
- Specific requirements and enforcement agency to be confirmed

Compliance Checklist

- Conduct a bias audit of the automated employment decision tool. | Who: Developers of AEDTs | Penalty: Civil penalty up to \$1,500 for first violation
- Notify candidates about the use of an AEDT at least 10 days prior. | Who: Employers using AEDTs | Penalty: Civil penalty up to \$500 for first violation
- Post the results of the most recent bias audit on the employer's website. | Who: Employers using AEDTs | Penalty: Civil penalty for non-compliance

Industries Affected

Employment

Human Resources

Technology

Employment Services

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Bucco, Anthony M.		Primary
Munoz, Nancy F.		Primary
Pintor Marin, Eliana	Democratic	Primary
Dancer, Ronald S.		Primary
Giblin, Thomas P.		Primary
Wirths, Harold J.		Cosponsor
Space, Parker	Republican	Cosponsor
Vainieri Huttie, Valerie		Primary
Caputo, Ralph R.		Cosponsor
Bergen, Brian	Republican	Primary
Katz, Andrea	Democratic	Primary
Quijano, Annette	Democratic	Cosponsor

Related Bills

- A3854 (NJ)

Official Source

<https://www.njleg.state.nj.us/bill-search/2026/A2726>

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