

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 automated employment decision tools in New Jersey to minimize discrimination, based on the title and description.

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

- Pending review of requirements related to the use of AEDTs.
- Pending review of definitions for key terms related to automated employment decision tools.
- Pending review of penalties for non-compliance.

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
Dancer, Ronald S.		Primary
Giblin, Thomas P.		Primary
Wirths, Harold J.		Cosponsor
Space, Parker	Republican	Cosponsor
Dancer, Ronald S.		Primary
Vainieri Huttle, Valerie		Primary
Caputo, Ralph R.		Cosponsor
Bergen, Brian	Republican	Primary

Related Bills

- A3854 (NJ)

Official Source

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

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.