

# HB1202 • Maryland

## Labor and Employment - Use of Facial Recognition Services - Prohibition

Passed Both Chambers

Risk: Medium

Comprehensive

Effective: Oct 01, 2020 | Last Action (May 08, 2020): Enacted under Article II, Section 17(c) of the Maryland Constitution - Chapter 446

### Summary

The bill prohibits employers from using facial recognition services during job interviews without applicant consent, allowing for a waiver process.

### Business Impact

If you conduct job interviews in Maryland, you must obtain applicant consent for facial recognition use or face potential legal consequences.

### Key Provisions

- Prohibits employers from using facial recognition services during interviews without applicant consent.
- Allows applicants to consent via a signed waiver.
- Specifies the required contents of the waiver.

### Compliance Checklist

- Obtain written consent from applicants for facial recognition use during interviews | Who: Employers conducting job interviews | Penalty: Potential legal consequences for non-compliance

### Industries Affected

Employment

Technology

Human Resources

Employment Services

Consumer Protection

Law Enforcement

## Topics

AI in Employment

Facial Recognition

## Bill Sponsors

Name	Party	Role
Anderson		Cosponsor
Dumais		Cosponsor
Fennell		Cosponsor
B. Barnes		Cosponsor
Proctor		Cosponsor
Washington		Cosponsor
Lehman		Primary
Valentino-Smith		Cosponsor
Healey		Cosponsor
Malone		Cosponsor
Moon		Cosponsor
Morales		Primary

## Roll Call Votes

Date	Description	Yea	Nay	Result
2020-03-10	On Third Reading	133	0	Passed

## Related Bills

- HB720 (MD)

## Official Source

<https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/HB1202?ys=2020RS>

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