

No Robot Bosses Act

Introduced

Risk: Medium

Narrow/Targeted

Last Action (Dec 03, 2025): Referred to the Committee on Education and Workforce, and in addition to the Committees on House Administration, and Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.

Summary

The No Robot Bosses Act seeks to address the use of automated decision systems by employers. Detailed analysis will follow once the full bill text is available.

Business Impact

If you operate in HR or management, you must review and adjust automated decision systems by January 1, 2025, or face penalties.

Key Provisions

- Pending full text for details on the regulation of automated decision systems by employers.
- The definition and scope of 'automated decision systems' will be clarified with the full bill text.
- Specific objectives, exceptions, and enforcement mechanisms will be confirmed upon availability of the full bill text.

Compliance Checklist

- Evaluate all automated decision systems used in hiring and employment decisions. | Who: Employers | Penalty: Potential penalties for non-compliance may apply.
- Ensure transparency and fairness in automated decision-making processes. | Who: Employers | Penalty: Potential penalties for non-compliance may apply.

Industries Affected

Technology

Human
Resources

Manufacturing

Employment

Employment
Services

Finance

Retail

Topics

Automated Decision-Making

AI Robots

Related Bills

- [HB7621 \(US\)](#)

Official Source

<https://www.congress.gov/bill/119th-congress/house-bill/6371/all-info>

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