

A1021 • New Jersey

Creates standards for independent bias auditing of automated employment decision tools.

Introduced

Risk: Medium

Comprehensive

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

Summary

Bill A1021 proposes independent bias auditing of automated employment decision tools in New Jersey, pending verification of standards and affected entities.

Business Impact

If you use AI for hiring, you may need to conduct bias audits once standards are set.

Key Provisions

- The bill proposes standards for bias auditing, pending verification.
- Identification of affected entities such as employers and employment agencies requires confirmation.
- Verification of mandated procedures for conducting audits is needed.

Compliance Checklist

- Conduct a bias audit of the AEDT | Who: Employers and employment agencies | Penalty: Prohibition on using the AEDT
- Ensure the auditor is independent and free from conflicts of interest | Who: Employers and employment agencies | Penalty: Audit results may be deemed invalid

Industries Affected

Employment

Technology

Employment Services

Human Resources

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Jasey, Mila M.		Primary
Vainieri Huttie, Valerie		Primary
Wimberly, Benjie E.		Primary
Oliver, Sheila Y.		Primary
Eustace, Tim		Cosponsor
Sumter, Shavonda E.		Cosponsor
Tucker, Cleopatra G.		Cosponsor
McKeon, John F.		Cosponsor
Johnson, Gordon M.		Cosponsor
Pintor Marin, Eliana	Democratic	Cosponsor
DeCroce, BettyLou		Cosponsor
Caputo, Ralph R.		Cosponsor

Related Bills

- S2964 (NJ)
- A3855 (NJ)

Official Source

<https://www.njleg.state.nj.us/bill-search/2026/A1021>

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