

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 addresses independent bias auditing of automated employment decision tools in New Jersey, but specific details require the full text for accuracy.

Business Impact

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

Key Provisions

- The bill's focus on bias auditing is based on its title and description, but specific standards require the full text.
- Entities responsible for compliance are to be confirmed with the full bill text.
- The bill's detailed procedures for conducting audits are to be verified with the full text.

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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