

AUTOMATED DECISION TOOLS

Introduced

Risk: High

Comprehensive

Effective: Jan 01, 2027 | Last Action (Apr 11, 2025): Rule 3-9(a) / Re-referred to Assignments

Summary

The Preventing Algorithmic Discrimination Act mandates impact assessments and notifications for automated decision tools to prevent discrimination, with exemptions for smaller deployers.

Business Impact

If you deploy automated decision tools in Illinois, you must perform annual impact assessments by January 1, 2027, or face fines up to \$10,000 per violation.

Key Provisions

- Annual impact assessments required for automated decision tools by January 1, 2027.
- Notification to individuals affected by consequential decisions made by automated decision tools.
- Establishment of a governance program to manage risks of algorithmic discrimination.
- Impact assessments must be submitted to the Attorney General within 60 days of completion.
- Exemption for deployers with fewer than 25 employees unless they impact more than 999 people per year.
- Impact assessments required for significant updates to automated decision tools.

Compliance Checklist

- Perform annual impact assessments for automated decision tools | Who: Deployers of automated decision tools | Penalty: Up to \$10,000 per violation
- Notify individuals affected by consequential decisions | Who: Deployers of automated decision tools | Penalty: Potential civil action for algorithmic discrimination
- Establish a governance program to manage risks | Who: Deployers of automated decision tools | Penalty: Fines for non-compliance

Industries Affected

- Consumer Protection
- Education
- Technology
- Government
- Finance
- Healthcare

Topics

- Automated Decision-Making
- Comprehensive AI

Bill Sponsors

Name	Party	Role
Kyle McCarter		Primary
Don Harmon	Democratic	Primary
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Related Bills

- HB5116 (IL)

Official Source

<https://www.ilga.gov/Legislation/BillStatus?DocNum=2203&GAID;=18&DocTypeID;=SB&SessionID;=114&GA;=104>

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