

# A3855 • New Jersey

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

Introduced

Risk: High

Comprehensive

Effective: Dec 01, 2024 | Last Action (May 16, 2024): Reported from Assembly Comm. as a Substitute, 2nd Reading

## Summary

This bill establishes standards for independent bias auditing of automated employment decision tools to ensure fairness in hiring practices.

## Business Impact

If you use automated tools for hiring in New Jersey, you must conduct a bias audit annually or face restrictions on tool usage.

## Key Provisions

- Employers must conduct a bias audit of automated employment decision tools at least once a year.
- Audits must assess the impact on various demographic categories and provide recommendations.
- Employers cannot use tools without a recent bias audit.
- Independent auditors must be free from conflicts of interest.
- Exclusions for small demographic categories must be justified in audit summaries.

## Compliance Checklist

- Conduct a bias audit of automated employment decision tools | Who: Employers and employment agencies | Penalty: Cannot use the automated tool if the audit is not conducted
- Ensure independent auditors are free from conflicts of interest | Who: Employers and employment agencies | Penalty: Audit results may be invalidated if conflicts are present

## Industries Affected

Human Resources

Technology

Employment Services

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
Balvir Singh	D	Sponsor

## Roll Call Votes

Date	Description	Yea	Nay	Result
2024-05-16	Assembly Science, Innovation and Technology Commit	5	0	Passed

## Related Bills

- S2964 (NJ)
- A1021 (NJ)

## Official Source

[https://pub.njleg.gov/Bills/2024/A4000/3855\\_11.HTM](https://pub.njleg.gov/Bills/2024/A4000/3855_11.HTM)

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