

A3911 • New Jersey

Regulates use of artificial intelligence enabled video interview in hiring process.

Introduced

Risk: Medium

Narrow/Targeted

Effective: Feb 27, 2024 | Last Action (Feb 27, 2024): Introduced, Referred to Assembly Science, Innovation and Technology Committee

Summary

Regulates AI use in video interviews, requiring consent and demographic reporting.

Business Impact

If you use AI in NJ hiring, you must notify candidates and get consent or face \$500 fines.

Key Provisions

- Notify applicants about AI use in video interviews.
- Explain AI functionality and evaluation criteria to applicants.
- Obtain written consent from applicants for AI evaluation.
- Prohibit sharing of applicant videos except with necessary service providers.
- Collect and report demographic data on applicants to the Department of Labor.
- Impose civil penalties for non-compliance.

Compliance Checklist

- Notify applicants about AI use in video interviews | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses
- Explain AI functionality and evaluation criteria | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses
- Obtain written consent for AI evaluation | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses
- Delete applicant videos upon request | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses
- Report demographic data to the Department of Labor | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses

Industries Affected

Human Resources

Technology

Topics

AI in Employment

AI Transparency

Bill Sponsors

Name	Party	Role
Victoria Flynn	R	Sponsor

Related Bills

- S3015 (NJ)

Official Source

https://pub.njleg.gov/Bills/2024/A4000/3911_1.HTM

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