

# A3911 • New Jersey

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

Introduced

Risk: High

Comprehensive

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

## Summary

This bill mandates employers to notify applicants about AI use in video interviews, obtain consent, and report demographic data.

## Business Impact

If you use AI for video interviews in New Jersey, you must notify applicants and obtain consent or face \$500 fines for violations.

## Key Provisions

- Employers must notify applicants about AI use in video interviews before the interview.
- Written consent from applicants is required for AI evaluation.
- Employers cannot share video interviews except with necessary service providers.
- Applicants can request deletion of their video interviews within 30 days.
- Employers must collect and report demographic data to the Department of Labor.
- Violations can result in civil penalties of \$500 for first offenses and \$1,000 for subsequent offenses.

## Compliance Checklist

- Notify applicants about AI use and obtain consent | Who: Employers | Penalty: \$500 for first offense
- Delete applicant videos upon request | Who: Employers | Penalty: Potential civil penalties

## Industries Affected

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
Victoria Flynn	R	Sponsor

## Related Bills

- S3263 (NJ)
- S3015 (NJ)

## Official Source

[https://pub.njleg.gov/Bills/2024/A4000/3911\\_1.HTM](https://pub.njleg.gov/Bills/2024/A4000/3911_1.HTM)

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