

S3015 • New Jersey

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

Introduced

Risk: Medium

Narrow/Targeted

Effective: Apr 08, 2024 | Last Action (Apr 08, 2024): Introduced in the Senate, Referred to Senate Labor Committee

Summary

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

Business Impact

If you use AI in NJ hiring, 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.
- Obtain written consent from applicants.
- Delete video interviews upon applicant request.
- Report demographic data to the Department of Labor.

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
- Obtain written consent from applicants. | Who: Employers using AI in hiring | Penalty: \$500 for first offense, \$1,000 for subsequent offenses
- Delete video interviews 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
Kristin Corrado	R	Sponsor

Related Bills

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- A3911 (NJ)

Official Source

https://pub.njleg.gov/Bills/2024/S3500/3015_1.HTM

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