

S3263 • New Jersey

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

Introduced

Risk: High

Comprehensive

Last Action (Feb 02, 2026): Introduced in the Senate, Referred to Senate Labor 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 per violation.

Key Provisions

- Employers must notify applicants about AI use in video interviews before the interview.
- Written consent from applicants is required to use AI for evaluation.
- Employers must delete video interviews upon applicant request within 30 days.
- Demographic data on applicants must be collected and reported annually.
- The Department of Labor will analyze data for racial bias and report findings.
- Violations incur civil penalties of \$500 for first offenses and \$1,000 for subsequent offenses.

Compliance Checklist

- Notify applicants about AI use in video interviews | Who: Employers | Penalty: \$500 for first offense
- Obtain written consent from applicants for AI evaluation | Who: Employers | Penalty: \$500 for first offense
- Delete applicant videos upon request | Who: Employers | Penalty: \$500 for first offense
- Collect and report demographic data to the Department of Labor | Who: Employers | Penalty: \$500 for first offense

Industries Affected

Human Resources

Employment

Technology

Recruitment

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Kristin Corrado	R	Sponsor

Related Bills

- A3911 (NJ)
- S3015 (NJ)

Official Source

<https://www.njleg.state.nj.us/bill-search/2026/S3263>

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