

AEDT State and Local Laws Comparison Table

For more information or for audit assistance, contact DCI [here](#).



Currently In Effect



Pending

LOCATION	LAW NAME	REQUIREMENTS	CURRENT STATUS
California	Amendments to the Fair Employment and Housing Act	California employers that use Automated Decision Systems (ADS) or selection criteria in employment-related decisions must ensure it does not result in unlawful discrimination based on protected characteristics. Applies broad EEO/non-discrimination protection that includes both treatment and impact and formally adopts the Uniform Guidelines on Employee Selection Procedures. Includes record keeping requirements for applicant race, sex, and national origin information. Includes a refined definition of employment agency that has potential vendor liability implications and potentially allows for an affirmative defense if a claim of unlawful conduct is made. Publishing Requirements: Employers must notify applicants if an ADS is used in hiring or employment decisions and must provide a reasonable accommodation in situations where an ADS might measure physical characteristics that could result in unlawful discrimination based on protected characteristics.	In effect as of October 1, 2025
Illinois	IL Video Interview Act	Employers must inform applicants that artificial intelligence (AI) may be used to analyze video interviews along with the general characteristics the AI is using to evaluate. Consent must be obtained from interviewees prior to the interview. Publishing Requirements: Not applicable	Passed in August 2019 and went into effect January 2020
Maryland	MD HB 1202	An applicant may sign a waiver indicating that the applicant consents to the use of facial recognition during the interview Publishing Requirements: Not applicable	Introduced in February 2020, passed by House and Senate in March 2020, became law in May 2020, went into effect on October 1, 2020
New York City	NYC LL 144	Employers must provide at least 10 business days' notice of the use of an automated employment decision tool (AEDT) on the employment section of their website. Employers must conduct a bias audit on AEDTs within one year of use of the tool using an independent third party. Publishing Requirements: Publicly available on employment section of website in a clear and conspicuous manner	Enforcement began on 7/5/23

LOCATION	LAW NAME	REQUIREMENTS	CURRENT STATUS
Illinois	Illinois HB 3773	Prohibits employers from using AI in recruitment, hiring, promotions, and other employment-related decisions in ways that could result in discrimination based on protected classes such as race, gender, or religion, as well as potential proxies for discrimination such as zip code. Publishing Requirements: Employers must inform employees and applicants if AI is being used in employment processes. No specific format for notification has been published.	In effect as of January 1, 2026
Texas	Texas Responsible AI Governance Act	Companies that develop or deploy AI systems in Texas (including government agencies) are prohibited from using AI tools that intend to discriminate against a protected class. Establishes a “regulatory sandbox” program that allows entities to test AI systems without a license, registration or other regulatory authorization. Establishes a “safe harbor” provision for businesses who seek to uncover potential violations, such as via NIST’s Risk Management Framework. Publishing Requirements: Government entities and others must disclose when users are interacting with an AI tool even if an AI interaction seems obvious to a reasonable person.	In effect as of January 1, 2026
Connecticut	Connecticut Artificial Intelligence Responsibility and Transparency Act	Employers deploying an automated employment-related decision-technology (AEDT) must notify employees and applicants if they are interacting with an AEDT. Employers must also provide a pre-decision notice before any AEDT-influenced employment decision is made. Bias audits of AEDTs may be considered as evidence of anti-bias testing in legal action.. Publishing Requirements: Notice of AEDT use and written pre-decision notice.	First phase goes into effect October 1, 2026
Colorado	Colorado SB26-189	The bill establishes consumer notice requirements, mandating that deployers provide clear and conspicuous notice to consumers at the point of interaction with a covered ADMT. Publishing Requirements: A deployer is required to provide a consumer with a plain language description of a covered ADMT’s role within 30 days after the covered ADMT makes a consequential decision that results in an adverse outcome for the consumer.	Goes into effect as of January 1, 2027