

Connecticut Artificial Intelligence Responsibility and Transparency (CART) Act Summary

Phased Effective Dates

October 1, 2026



October 1, 2027

APPLICABILITY

Applies to **Deployers** (businesses doing business in CT that deploy an AEDT in connection with employees or applicants in the state) and **Developers** (entities that develop or intentionally and substantially modify an AEDT). No employee-count threshold for AEDT obligations.

OCT 1, 2026 – PHASE 1

AEDT framework, definitions, enforcement & cure period; anti-discrimination amendments; developer info-sharing & trade-secret carve-out

OCT 1, 2027 – PHASE 2

Principal AEDT compliance obligations apply: interaction disclosures and pre-decision written notices

DEC 31, 2027

60-day discretionary cure period for AEDT violations sunsets

KEY DEFINITIONS (SEC. 7)

AEDT (Automated Employment-Related Decision Technology): Technology that processes personal data and uses computation to generate an output such as a prediction, recommendation, classification, ranking, or score, that is a substantial factor used to make, or materially influence, an employment-related decision.

Covered employment decisions: Hiring, promotion, discipline, discharge, renewal of employment, selection for training or apprenticeship, and decisions affecting tenure or the terms, privileges, or conditions of employment.

Excluded uses (not AEDT): Workplace health and safety decisions; scheduling and planning; productivity monitoring; systems used in a manner incidental to an employment-related decision; information that is purely descriptive, diagnostic, or statistical.

ANTI-DISCRIMINATION – CONNECTICUT HUMAN RIGHT ACT AMENDMENTS (SECS. 13–14)

The CART Act amends Connecticut's employment-discrimination statutes (including § 46a-60) with two core principles applicable to AEDT use:

- **AEDT use is not a defense** to a complaint alleging a discriminatory employment practice. An employer cannot avoid liability by attributing an adverse outcome to an automated tool.
- In evaluating whether AEDT use resulted in discrimination, the CHRO and reviewing courts **may consider anti-bias testing and similar proactive efforts** including quality, efficacy, recency, scope, results, and the employer's response.

Protected characteristics: Race; color; religious creed; age; sex; gender identity or expression; sexual orientation; marital status; national origin & ancestry; mental, physical, intellectual or learning disability; veteran status; victim of domestic violence, sexual assault, or trafficking systems used in a manner incidental to an employment-related decision; information that is purely descriptive, diagnostic, or statistical.

KEY EVIDENTIARY RULE: Anti-bias testing is not mandated but **its presence or absence is an explicit evidentiary factor**. Document validation and adverse impact analyses. **Effective Oct. 1, 2026.**

INTERACTION DISCLOSURE (SEC. 9)

TRIGGERED WHEN

AEDT is used to interact with an applicant or employee in CT.

REQUIRED

Deployer must disclose, **in plain language**, that the individual is interacting with an AEDT.

EXCEPTION

Not required when a reasonable person would find it obvious.

EFFECTIVE

October 1, 2027 for newly deployed AEDTs

PRE-DECISION WRITTEN NOTICE (SEC. 10)

TRIGGERED WHEN

AEDT makes, or *substantially contributes to*, an employment-related decision.

REQUIRED CONTENT

- That the business has deployed an AEDT
- Purpose of the AEDT & nature of the decision
- Trade name of the AEDT
- Categories and sources of personal data the AEDT will analyze and how the data will be assessed

FORMAT

Written; provided before the decision is made.

EFFECTIVE

October 1, 2027

DEVELOPER OBLIGATIONS (SEC. 8)

Information sharing: Developers must provide deployers all information needed to satisfy AEDT disclosure obligations.

Contractual assumption: Developers may contractually assume the deployer's disclosure duties. Vendor contract terms govern duty allocation.

TRADE SECRET CARVE-OUT (SEC. 11)

Disclosure obligations do not require release of information that is a **trade secret** or otherwise protected under state or federal law.

If withholding information, the withholding party must notify the other party and state the reason.

ENFORCEMENT & CURE PERIOD (SEC. 12)

- **AG-only enforcement;** no private right of action under Secs. 7–12
- Violations treated as unfair/deceptive trade practices under CUTPA
- **60-day discretionary cure** for violations on or before Dec 31, 2027

NOTE: Anti-discrimination violations under Secs. 13–14 (CHRA amendments) remain enforceable through CHRO complaints and standard private rights.

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