

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
Connecticut	CT 1103	The State of Connecticut must establish an Office of Artificial Intelligence that is responsible for reviewing and updating the use of automated systems by states agencies on an annual basis. Publishing Requirements: No publishing required; Office of Artificial Intelligence will review and inventory all automated systems that were developed, utilized or procured by state agencies during the calendar year beginning January 1, 2023.	Passed in May 2023 and went into effect on 7/1/23
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 by 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

LOCATION	LAW NAME	REQUIREMENTS	CURRENT STATUS
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
Colorado	CO Artificial Intelligence Act SB 24-205	Companies that develop or use high-risk AI systems (including those that could affect employment or employment opportunity) are required to use reasonable care to avoid algorithmic discrimination. Algorithmic discrimination includes differential treatment or impact that disfavors any individual or group based on a classification protected under the laws of CO or the US. Reasonable care involves a formal risk management policy, completion of impact assessments, transparency about the use of AI systems, and disclosure to the attorney general of any discrimination found. Publishing Requirements: Organizations must make a publicly available statement summarizing the types of high-risk systems they use and must disclose to the attorney general the discovery of algorithmic discrimination within 90 days of discovery	Will go into effect on June 30, 2026
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.	Will go into effect on 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.	Will go into effect on January 1, 2026