



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB2557

by Rep. Jaime M. Andrade, Jr.

SYNOPSIS AS INTRODUCED:

New Act

Creates the Artificial Intelligence Video Interview Act. Provides that an employer that asks applicants to record video interviews and uses an artificial intelligence analysis of applicant-submitted videos shall: notify each applicant in writing before the interview that artificial intelligence may be used to analyze the applicant's facial expressions and consider the applicant's fitness for the position; provide each applicant with an information sheet before the interview explaining how the artificial intelligence works and what characteristics it uses to evaluate applicants; and obtain written consent from the applicant to be evaluated by the artificial intelligence program. Provides that an employer may not use artificial intelligence to evaluate applicants who have not consented to the use of artificial intelligence analysis. Provides that an employer may not share applicant videos, except with persons whose expertise is necessary in order to evaluate an applicant's fitness for a position.

LRB101 07046 JLS 52082 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the
5 Artificial Intelligence Video Interview Act.

6 Section 5. Disclosure of the use artificial intelligence
7 analysis. An employer that asks applicants to record video
8 interviews and uses an artificial intelligence analysis of the
9 applicant-submitted videos shall do all of the following when
10 considering applicants for positions based in Illinois before
11 asking applicants to submit video interviews:

12 (1) Notify each applicant in writing before the
13 interview that artificial intelligence may be used to
14 analyze the applicant's facial expressions and consider
15 the applicant's fitness for the position.

16 (2) Provide each applicant with an information sheet
17 before the interview explaining how the artificial
18 intelligence works and what characteristics it uses to
19 evaluate applicants.

20 (3) Obtain, before the interview, written consent from
21 the applicant to be evaluated by the artificial
22 intelligence program in a manner consistent with the
23 description on the information sheet.

1 An employer may not use artificial intelligence to evaluate
2 applicants who have not consented to the use of artificial
3 intelligence analysis.

4 Section 10. Sharing videos limited. An employer may not
5 share applicant videos, except with persons whose expertise is
6 necessary in order to evaluate an applicant's fitness for a
7 position.

8 Section 15. Destruction of videos. No later than 30 days
9 after completing the hiring process for any position, employers
10 and any other persons who received copies of applicant video
11 interviews as provided in this Act must erase all applicant
12 videos including any electronically generated backup copies.