

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 of 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 before the interview that
13 artificial intelligence may be used to analyze the
14 applicant's video interview and consider the applicant's
15 fitness for the position.

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

20 (3) Obtain, before the interview, consent from the
21 applicant to be evaluated by the artificial intelligence
22 program as described in the information provided.

23 An employer may not use artificial intelligence to evaluate

1 applicants who have not consented to the use of artificial
2 intelligence analysis.

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

7 Section 15. Destruction of videos. Upon request from the
8 applicant, employers, within 30 days after receipt of the
9 request, must delete an applicant's interviews and instruct any
10 other persons who received copies of the applicant video
11 interviews to also delete the videos, including all
12 electronically generated backup copies. Any other such person
13 shall comply with the employer's instructions.