

Press Coverage | November 12, 2024

AI Hiring Bias Laws Limited by Lack of Transparency in Tools

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[Tracey E. Diamond](#)

Tracey Diamond, a partner in Troutman Pepper's Labor + Employment Practice Group, was quoted in the November 12, 2024 *Bloomberg Law* article, "[AI Hiring Bias Laws Limited by Lack of Transparency in Tools](#)."

The Colorado and Illinois laws require employers to notify job candidates and employees when using AI for hiring. But they don't go into force until 2026 and are subject to state agency rulemaking first.

"The devil's in the details," said Tracey E. Diamond, an employment attorney with Troutman Pepper Hamilton Sanders LLP. When employers are "buying a third-party tool, how much insight do they have into the inner machinations?"

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