

States Creating Laws to Counter AI Bias in Hiring

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Tracey Diamond, a partner in Troutman Pepper's Labor + Employment Practice Group, was quoted in the November 12, 2024 [NY Society of CPAs](#) newsletter, "States Creating Laws to Counter AI Bias in Hiring." Quote originally appeared in [Bloomberg Law](#).

According to [Bloomberg Law](#), Colorado and Illinois laws mandate companies notify potential job recruits and staff when utilizing AI for hiring. However, these laws are not effective until 2026 and are initially subject to state agency rulemaking.

"The devil's in the details," said Tracey Diamond, an employment attorney with Troutman Pepper Hamilton Sanders LLP. For instance, she asks when companies purchase a third-party tool, how much do they know about its inner machinations?

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