

WEBINAR



AI & BIPA Employment Law Issues: Hold on to & Inform Your Humans

Thursday, November 16, 2023

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2023 VIRTUAL EMPLOYMENT & LABOR LAW SUMMIT

November 16, 2023



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AI & BIPA Employment Law Issues: Hold On to & Inform Your Humans



Artificial Intelligence

- Artificial Intelligence
- Generative Intelligence

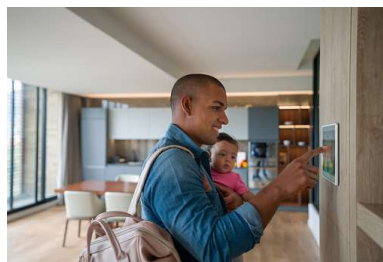
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Regulation of AI in Employment Sector

- President Biden's Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence
- Federal Agency Joint Statement on Enforcement Efforts Against Discrimination and Bias in Automated Systems



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Regulation of AI in Employment Sector

- Equal Employment Opportunity Commission
 - Guidance
 - The Americans with Disabilities Act and the Use of Software, Algorithms, and Artificial Intelligence to Assess Job Applicants and Employees
 - Assessing Adverse Impact in Software, Algorithms, and Artificial Intelligence Used in Employment Selection Procedures Under Title VII of the Civil Rights Act
 - Enforcement – Filing and Settlement of AI-Hiring Age Bias Lawsuit

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Regulation of AI in Employment Sector

- Illinois Artificial Intelligence Act - 820 ILCS/42
- Maryland Use of Facial Recognition Prohibition – H.B. 1202
- New York City Automated Decision Tool Law – Local Law 144
- Proposed Legislation



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Use of AI in the Workplace

- Employer Use of Generative AI in Employment Decisions
- Best Practices for Employers



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Biometric Privacy Laws

- Illinois Biometric Privacy Act (BIPA)
- Similar State Laws

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BIPA Litigation, Defenses, Developments

- Employment-related class actions
- Biometric Timeclock Vendors
- Defenses
- Settlement Trends
- Best Practices

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What May Be Next in Privacy Related Employment Class Actions

- Illinois' Genetic Information Privacy Act ("GIPA")

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