

# EEOC Announces Focus on Use of AI in Hiring

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## FULL TEXT

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The U.S. Equal Employment Opportunity Commission (EEOC) announced a new initiative Oct. 28 to ensure that artificial intelligence and other emerging technologies used in hiring and other employment decisions comply with federal anti-discrimination laws.

"Artificial intelligence and algorithmic decision-making tools have great potential to improve our lives, including in the area of employment. At the same time, the EEOC is keenly aware that these tools may mask and perpetuate bias or create new discriminatory barriers to jobs. We must work to ensure that these new technologies do not become a high-tech pathway to discrimination," EEOC Chair Charlotte Burrows said.

We've rounded up resources and articles from *SHRM Online* and other news outlets to provide context.

### Compliance Help

The agency said that the initiative will help job applicants, employees, employers and tech vendors ensure emerging technologies are used in a fair manner consistent with equal employment opportunity laws.

Plans for the program include forming an internal working group to coordinate the initiative, holding listening sessions with key stakeholders, gathering information, identifying best practices and issuing technical assistance.

(U.S. EEOC)

### AI-Based Hiring Concerns Academics, Regulators

The growing array of new digital tools employers are using to streamline the hiring process has gotten attention from several quarters, including researchers and policymakers.

The EEOC itself has been seriously examining the issue of AI, people analytics, and big data in hiring and other employment decisions since 2016.

(*SHRM Online*)

### HireVue Decision Reflects Re-Examination of AI Hiring Tools

HireVue, a well-known video interview and assessment vendor, announced in January 2021 that it has removed the facial analysis component from its screening assessments as concerns about the transparent and appropriate use of AI in employment decisions grow.

(*SHRM Online*)

### New York City Considers Regulating AI Hiring Tools

Employers would be required to inform job applicants if and how they are using AI technology in hiring decisions under legislation being considered by the New York City Council.

In addition, AI technology vendors would have to provide bias audits of their products before selling them and offer to perform ongoing audits after purchase.

(*SHRM Online*)

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