

A QUICK OVERVIEW OF AI HR LEGISLATION IN THE EU AND U.S. (2024)

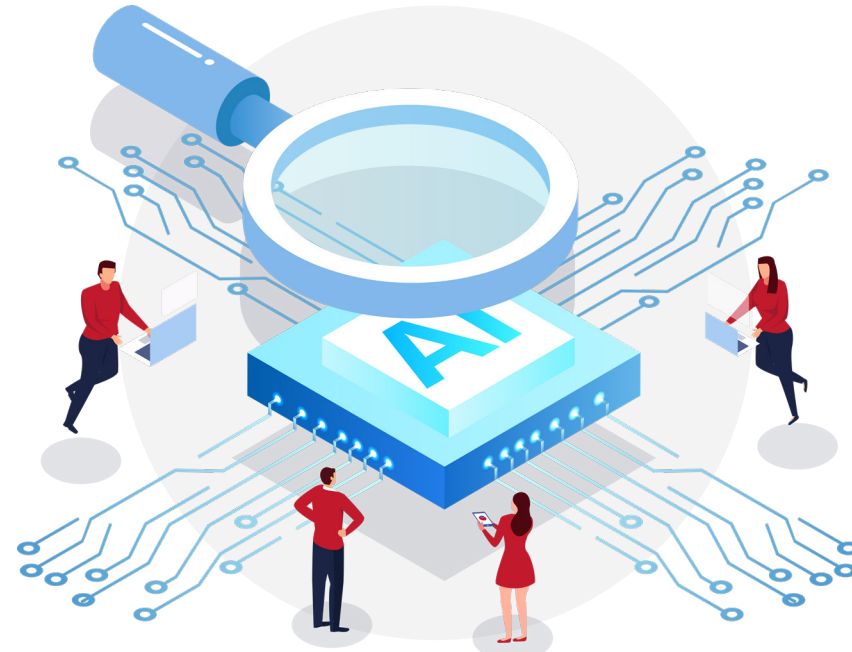
This infographic explores the latest legal developments impacting HR and AI, focusing on key regulations from the European Union (EU) and the United States as of July 2024.



Europe Union | [The EU AI Act](#)



Approved in May 2024.



AI systems are categorized into four risk levels: **Unacceptable, high, limited, and minimal.**



Regulatory requirements increase in rigor based on the potential risks posed.



HR applications of AI are considered high risk.



The Act will take effect 20 days after its publication in the EU's Official Journal (a date is yet to be confirmed).

United States

- The U.S. approach is more fragmented, with both federal and state-level initiatives.
- Key potential federal laws include the:
 - [Algorithmic Accountability Act](#)
 - [Federal Artificial Intelligence Risk Management Act](#)
 - [Stop Spying Bosses Act](#)
 - [No Robot Bosses Act](#)
- **As of publication, all these acts are in the introductory phase of the legislative process.**

State-Level Regulations

- [New York City](#) requires annual bias audits for automated employment decision tools.
- [Illinois](#) and [Maryland](#) have laws regarding the use of AI in video interviews.
- [Massachusetts](#) enacted the **Preventing a Dystopian Work Environment Act** to safeguard employees from AI-related surveillance and privacy concerns.

This infographic provides a summary of our blog post, "[AI and HR Legislation: A Look at EU and U.S. Developments in 2024.](#)"

For more detailed information about the laws discussed, click [this link](#) to read the full article.

