RESPONSIBLE AI IN HR · FOR TEAMS THAT HIRE AND MANAGE PEOPLE

Six obligations that show up in almost every AI employment law

Write these six into your employee handbook now.

Most new laws then become a short addendum instead of a rewrite.

We compared the AI rules for Illinois, New York City, Colorado, California, Connecticut, Ontario, the EU and Singapore. The same six obligations appeared again and again.

01 Notice

Tell candidates and employees when AI is used, for what, and who to contact.

Seen in: New York City · Illinois† · Ontario† · Colorado · Connecticut

02 Human review

A person with the authority and context to judge makes the call, or can overturn it.

Seen in: California · Colorado · European Union · Singapore

03 Bias testing

Test for adverse impact before and during use, and keep the results.

Seen in: New York City · California† · European Union

04 Explanation and appeal

Explain adverse decisions, and let people correct their data or ask for review.

Seen in: Colorado · California† · European Union

05 Records

Keep notices, audits and decision data. Three to four years is becoming typical.

Seen in: Illinois† · California† · Ontario†

06 Vendor accountability

You own the outcomes of tools you buy, so put duties and warranties in the contract.

Seen in: Connecticut · European Union · US federal courts (Mobley v. Workday)

START WITH ONE SECTION

Check one section of your handbook against all six in about 20 minutes.

Get the handbook compliance review kit: six prompts, a verification checklist and a practice handbook.
landing.aicadium.ai/responsible-ai-in-hr

Checked 6 October 2026; re-verify quarterly. † Jurisdiction taken from Aicadium training material; confirm with the primary source before relying on it. This document provides general information and is not intended as professional advice. Regulations change quickly, so read anything time-sensitive against current sources and take advice from your own qualified advisers before acting on it.