

House Bill 1351

By: Representatives Cannon of the 58<sup>th</sup>, Holcomb of the 101<sup>st</sup>, Beckles of the 96<sup>th</sup>, Evans of the 57<sup>th</sup>, Ali of the 106<sup>th</sup>, and others

A BILL TO BE ENTITLED  
AN ACT

1 To amend Chapter 1 of Title 50 of the Official Code of Georgia Annotated, relating to  
2 general provisions of state government, so as to require state agencies to provide a notice to  
3 employees when using artificial intelligence in personnel matters; to require a governmental  
4 agency to issue a disclaimer regarding the use of artificial intelligence; to provide for  
5 definitions; to provide for related matters; to repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 1 of Title 50 of the Official Code of Georgia Annotated, relating to general  
9 provisions of state government, is amended by adding a new Code section to read as follows:  
10 "50-1-15.

11 (a) As used in this Code section, the term:

12 (1) 'Artificial intelligence' means any machine based or artificial system that can, for a  
13 given set of human defined objectives, make predictions, recommendations, or decisions  
14 influencing real or virtual environments without significant human oversight or that can  
15 learn from experience and improve performance when exposed to data sets. Such term

16 includes automated scoring systems, predictive analytics, machine learning tools, and  
17 vendor provided human resources platforms.

18 (2) 'Governmental agency' means any board, commission, department, authority, other  
19 agency, or political subdivision of the state.

20 (b) If a governmental agency uses, or contracts with a third party for the use of, artificial  
21 intelligence during the hiring process of an employee, such agency shall provide a  
22 disclaimer in the listed job description stating that artificial intelligence may be used to  
23 evaluate an application for employment.

24 (c) If a governmental agency uses, or contracts with a third party for the use of, artificial  
25 intelligence to evaluate the performance of an employee that leads to termination of the  
26 employee, such agency shall provide a disclaimer which documents all decision pathways  
27 which led to the termination of the employee, including documentation of human review  
28 of such decision pathways.

29 (d) In addition to the requirements for a disclaimer listed in subsections (b) and (c) of this  
30 Code section, a disclaimer shall also provide how the use of artificial intelligence was  
31 adopted and deployed and any data, sources, or metrics which were used."

32 **SECTION 2.**

33 All laws and parts of laws in conflict with this Act are repealed.