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Spencer Fane Team Analyzes Employment Law Trends for AI in Westlaw Today

Spencer Fane attorneys Jack Amaral, Jon Farnsworth, and Toni Ojoyeyi authored the recent *Westlaw Today* article, AI in Hiring: The Impact of Illinois' New Law on Employment Decisions and What Businesses Need to Know.

The piece, which originated as a firm blog post, explores a recent amendment to the Illinois Human Rights Act that provides guidelines for employers regarding artificial intelligence use in areas such as hiring and recruitment. The team outlined key provisions of the new law, listed actionable steps employers should take to ensure compliance, and discussed wider implications for AI regulation.

"As AI continues to evolve, so does the regulatory landscape. Employers in Illinois need to prepare for these changes by reviewing their AI tools and ensuring compliance with the new law to avoid potential legal pitfalls," they said. "Although Colorado was the first state to pass legislation addressing AI-based discrimination, it is clear that many other states will follow this trend."

At Spencer Fane, Jack focuses on delivering legal counsel on data privacy matters, ensuring compliance, and safeguarding information for clients of all sizes. Jon commonly counsels clients on computer, internet, privacy, website, data breach, cybersecurity, cyber liability insurance, technology, software, data privacy and security, and intellectual property legal issues. Toni advises clients on effective best practices and policies, helping organizations avoid employer-employee disputes and potentially costly litigation.

Read the full *Westlaw Today* article here. Please note, a subscription may be required.