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Andrea Chavez Authored LAW.COM's "Automated Decision-Making Systems in California Workplaces: Significant Legal Risks for Employers"

Andrea Chavez, Senior Counsel at Conn Maciel Carey LLP, was authored LAW.COM's "Automated Decision-Making Systems in California Workplaces: Significant Legal Risks for Employers."

The following is an excerpt from the article:

Artificial intelligence and algorithmic tools have moved from the margins to the mainstream of California workplace management. Employers now routinely use automated decision-making systems to screen resumes, score candidates, manage performance, allocate work, and drive discipline and termination decisions. The efficiency gains are real but so is the legal exposure. California has established the most stringent regulatory framework for workplace AI in the United States. Employers who deploy these tools without strong compliance programs now face converging risks from FEHA discrimination liability, CPRA privacy enforcement, emerging common-law theories such as FCRA claims against vendors, and proposed legislation that would further expand private rights of action. The stakes are high, the rules are already in force, and the legal landscape continues to evolve rapidly.

Click here to read the full article on *LAW.COM* (subscription required).