



Civil Rights Department Civil Rights Council

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CIVIL RIGHTS COUNCIL PROPOSED MODIFICATIONS TO EMPLOYMENT REGULATIONS REGARDING AUTOMATED-DECISION SYSTEMS

NOTICE OF FIRST MODIFICATION TO TEXT OF PROPOSED MODIFICATIONS TO EMPLOYMENT REGULATIONS REGARDING AUTOMATED-DECISION SYSTEMS

[Notice published October 17, 2024]

Pursuant to the requirements of Government Code section 11346.8(c), and section 44 of Title 1 of the California Code of Regulations, the Civil Rights Council (Council) is providing notice of the first set of modifications to the text of the proposed modifications of employment regulations regarding automated-decision systems. These changes are attached and made in response to public comments received during the 45-day comment period, which concluded on July 18, 2024. Although a 15-day comment period is typical at this stage of a rulemaking, the Council has the discretion to extend the period beyond 15 days (Gov. Code § 11346.8(c)) and has determined that this noticed comment period will last for 30 days from the date of this notice. Text proposed to be added for this comment period is displayed in double underline and yellow highlighting. Text proposed to be stricken for this comment period is displayed in double-strikethrough type and blue highlighting.

WRITTEN COMMENT PERIOD

If you have any comments regarding the changes to the proposed modifications made after the close of the initial 45-day comment period on July 18, 2024, the Council will accept written comments between October 17, 2024, and November 18, 2024. **All written comments must be submitted by no later than 5 p.m. on November 18, 2024, and be addressed to:**

Civil Rights Department
c/o Rachael Langston, Assistant Chief Counsel
555 12th Street – Suite 2050
Oakland, CA 94607
Telephone: (916) 478-7251

Comments may also be submitted by e-mail to Council@calcivilrights.ca.gov. ***Although not required, comment submission via email is strongly preferred.***

All written comments received by November 18, 2024, which pertain to the indicated changes, will be reviewed and responded to by the Council as part of the compilation of the rulemaking file. Please limit your comments to the modifications to the text made after the close of the initial 45-day comment period on July

18, 2024 (i.e., the text that is displayed in double underline and yellow highlighting, or the text that is displayed in double strikethrough and blue highlighting).

AVAILABILITY OF DOCUMENTS ON THE INTERNET

Copies of the Notice of Proposed Action, the Initial Statement of Reasons, the text of the regulations, any modified texts, and the Final Statement of Reasons (once available) can be accessed through the Council's webpage at <https://calcivilrights.ca.gov/civilrightscouncil/>.

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