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ONTARIO · AI IN HIRING

# AI Hiring Compliance Check

*Know how AI shows up in your hiring — before a complaint or audit.*

AI is in more hiring stacks than most employers realize. 1205 runs an operational review of where and how it is used, and what to tighten.

## WHAT THE CHECK COVERS

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- An inventory of AI and automated tools across sourcing, screening, assessment, and scheduling
- Where decisions are automated versus reviewed by a human
- Candidate notice and consent practices
- Points to review for bias and adverse impact, plus vendor documentation and audit trail

## WHAT YOU GET

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- A plain-English findings memo
- A prioritized list of fixes, each with an owner
- The questions to put to your vendors

## HOW WE HAND OFF

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- Where a question is legal, we say so and route it to employment counsel

**Boundary:** This is an operational review, not legal advice. 1205 does not interpret employment or human-rights law for you and does not certify your hiring process. Legal questions go to counsel.