



Fisher Phillips Partner Explores Potential Legal Landmines with Video Resumes

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In an interview with Bloomberg Businessweek, **J. Randall Coffey** discusses the legal ramifications of TikTok Resumes, the social media app's pilot program that allows users to upload video resumes. Leveraging video resumes may become problematic for employers striving to implement more inclusive hiring processes. Randy says there can be particular concern with any implicit bias built into the app's algorithm. "There's always a concern in my mind when you're allowing a third-party provider to utilize algorithms, that you don't really know all of the data that the algorithm is accessing. By moving the process to social media, employers and job seekers could be ceding that much more control over the process."

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