

# AI FAIRNESS AND BIAS AUDIT SOLUTIONS

## Spot AI bias before it catches you.

Employers face legal and reputational risks if you use AI powered tools for:

- recruiting
- hiring
- onboarding
- employee relations
- retention
- staffing and assignment distribution
- performance management
- termination

An AI bias audit is one of the most effective ways to identify and mitigate risk given the evolving state of AI-related laws springing up around the country.

Fisher Phillips is collaborating with industry-leading AI employment analytics firm BLDS and AI fairness software provider SolasAI to deliver an integrated suite of AI risk management and bias audit services. Together, our combine team offers employers a defensible audit process, supported by both legal and analytical rigor, ready for regulators or potential plaintiffs.

What we offer:

- Bias Audit and Compliance Review for **Third-Party AI Vendors**
- Bias Audit and Compliance Review for **Internal AI Tools**
- Continuous **AI Monitoring and Governance**

## **Bias Audit and Compliance Review for Third-Party AI Vendors**

For employers using third-party AI vendors to assist in employment decisions, we will review any bias audits or other compliance documentation provided by your vendor.

- After an initial assessment, we provide guidance on improvements to the vendors' processes
- We can also conduct an independent bias audit of the vendor's AI tool for your company's use
- We'll help determine whether the vendor's AI tool qualifies as an automated decision tool under current and anticipated applicable laws
- We will develop a practical plan for using the AI tool in a way that best protects your organization

## **Bias Audit and Compliance Review for Internal AI Tools**

For companies that develop or use internally sourced or custom-built tools, we will provide a foundational risk assessment.

*Our Baseline Audit and Report Package includes:*

- A statistical analysis of your AI use based on a comprehensive audit, including testing for bias impacting all categories (or classes) protected by state and federal discrimination laws for which data are available
- A personalized and privileged legal assessment analyzing your compliance obligations, including a comprehensive multi-jurisdictional assessment and an optional regulator-ready summary suitable for publication or disclosure

*Our Enhanced Audit, Governance, and Bias Solution Package additionally provides:*

- Explainable AI-based root-cause analysis
- Mitigation strategies, including recommendations for adjustments to your AI tool to improve or correct for identified bias
- A draft of disclosure language aligned with legal requirements

## **Continuous AI Monitoring and Governance**

We provide ongoing regular audits using AI-assisted monitoring technology, combined with regulatory updates, compliance workshops, and policy refresh

guidance.

## **RESOURCES**

[AI Legislation Map](#)

## **RESOURCE HUBS**

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**AI Governance Hub**