



Knowledgebase > Product Notices & Alerts > Getting Ahead of Voice User Privacy Legal Concerns

---

## Getting Ahead of Voice User Privacy Legal Concerns

Gail Hovanec - 2024-03-18 - Product Notices & Alerts

What's going on?

Voice users are claiming that their employers did not adequately inform them of how their speech recognition files would be used and stored, violating a Biometric Information Privacy Act (BIPA).

Where has this happened?

PetSmart agreed to a \$425,000 settlement with their warehouse workers who were using Honeywell voice technology.

Whole Foods settled for \$300,000.

Another grocery chain is facing a lawsuit now.

What should we do?

It's important to work with your legal counsel and human relations teams on how best to comply with BIPA. Mountain Leverage has provided a flyer (attached here) that you should review internally and begin forming your plan.

The Mountain Leverage P.A.C.T. means we don't back away from challenges. Together, we can focus on doing what's best for your workers and your business, while keeping your operations performing efficiently.

Related Videos From Mountain Leverage:

[The Economics of BIPA and What to Know If You're an Employer](#)

[Data Privacy Lawyer: Breakdown of BIPA, GIPA, and More for Employers](#)

***This content is for informational purposes only and does not constitute legal advice.***

### Attachments

- [ML BIPA Flyer - updated 3.4.24.pdf \(279.60 KB\)](#)