

S00185 • New York

Restricts the use by an employer or an employment agency of electronic monitoring or an automated employment decision tool to screen a candidate or employee for an employment decision unless such tool has been the subject of an impact assessment within the last year; requires notice to employment...

Introduced

Risk: Medium

Comprehensive

Last Action (Apr 17, 2025): PRINT NUMBER 185A

Summary

This bill restricts employers from using automated tools for employment decisions without annual impact assessments and requires candidate notification.

Business Impact

If you use automated tools for hiring in New York, you must conduct annual impact assessments and notify candidates or face penalties.

Key Provisions

- Employers must conduct annual impact assessments on automated employment decision tools.
- Notice must be provided to candidates regarding the use of electronic monitoring and automated tools.

Compliance Checklist

- Conduct annual impact assessments on automated employment decision tools. | Who: Employers and employment agencies. | Penalty: Penalties for non-compliance are unspecified.
- Notify candidates about the use of electronic monitoring and automated tools. | Who: Employers and employment agencies. | Penalty: Penalties for non-compliance are unspecified.

Industries Affected

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
MARCHIONE		Primary
DEFRANCISCO		Cosponsor
FELDER		Cosponsor
GALLIVAN		Cosponsor
HELMING		Cosponsor
ORTT		Cosponsor
RITCHIE		Cosponsor
SEWARD		Cosponsor
SERRANO		Primary
Patrick M. Gallivan	Republican/Conservative	Primary
KAPLAN		Primary
Brad Hoylman-Sigal		Primary

Related Bills

- S07623 (NY)
- S10290 (NY)
- A03779 (NY)
- A09315 (NY)
- S 10147 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/S185>

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