

A09601 • New York

Prohibits the use of automated systems to make employment decisions unless there is a meaningful human review of the output of such automated system prior to the final employment decision; requires employers that use an automated system in the hiring process to notify applicants of the use of such...

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 21, 2026): referred to labor

Summary

The bill mandates human review of automated employment decisions and requires notifying applicants about such systems.

Business Impact

If you use AI for hiring, you must ensure human review of decisions and notify applicants by [effective date] or face penalties.

Key Provisions

- Prohibits automated employment decisions without human review.
- Requires employers to notify applicants about the use of automated systems.
- Allows applicants to request a human review of adverse employment decisions.

Compliance Checklist

- Implement a process for meaningful human review of automated decisions. | Who: Employers using automated systems in hiring. | Penalty: Administrative fines and corrective actions for violations.
- Notify applicants of the use of automated systems. | Who: Employers using automated systems in hiring. | Penalty: Potential fines for failure to notify.

Industries Affected

Recruitment

Technology

Employment

Human Resources

Topics

AI in Employment

Automated Decision-Making

Bill Sponsors

Name	Party	Role
SKOUFIS		Primary
SANTABARBARA		Cosponsor
SEPULVEDA		Cosponsor
TAYLOR		Cosponsor
WILLIAMS		Cosponsor
COOK		Cosponsor
MOSLEY		Cosponsor
DICKENS		Cosponsor
D'URSO		Cosponsor
LAWRENCE		Cosponsor
ERRIGO		Cosponsor
MONTESANO		Cosponsor

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A9601>

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