

A09314 • New York

Establishes criteria for the use of automated employment decision tools; provides for enforcement for violations of such criteria.

Introduced

Risk: High

Comprehensive

Effective: Dec 10, 2025 | Last Action (Feb 28, 2024): referred to labor

Summary

This bill establishes criteria for using automated employment decision tools and mandates compliance checks to prevent discrimination.

Business Impact

If you use automated tools for hiring in New York, you must conduct annual impact analyses or face legal action.

Key Provisions

- Employers must conduct annual disparate impact analyses for automated employment decision tools.
- Summaries of the analyses must be publicly available on employer websites.
- Employers must submit analysis summaries to the department annually.
- The attorney general and commissioner can investigate violations.
- Non-compliance may lead to legal action or mandated compliance.
- The department can create rules to enforce these provisions.

Compliance Checklist

- Conduct annual disparate impact analyses for automated hiring tools | Who: Employers using automated employment decision tools | Penalty: Legal action for non-compliance
- Make summaries of the analyses publicly available | Who: Employers and employment agencies | Penalty: Legal action for non-compliance

Industries Affected

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
George Alvarez	D	Sponsor

Related Bills

- A07244 (NY)
- A00567 (NY)
- A03914 (NY)
- S05641 (NY)
- S04394 (NY)

Official Source

https://assembly.state.ny.us/leg/?default_fld=&bn;=A09314&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#A09314

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