

# S05641 • New York

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

Introduced

Risk: Medium

Comprehensive

Effective: Feb 26, 2025 | Last Action (Jan 08, 2024): PRINT NUMBER 5641A

## Summary

Establishes criteria for using automated employment decision tools and enforcement for violations in New York.

## Business Impact

If you use AI for hiring, you must conduct annual impact assessments or face investigation by the Attorney General.

## Key Provisions

- Section 750: Definitions of key terms.
- Section 751: Anti-discrimination requirements.
- Section 752: Impact assessment requirements for deployers.
- Section 753: Documentation and impact assessment requirements for developers.
- Section 754: AI governance program requirements.
- Section 755: Transparency obligations for deployers.
- Section 756: Enforcement by the Attorney General.

## Compliance Checklist

- Ensure no possession or sale of illicit cannabis. | Who: Retail dealers and agents selling tobacco, alcohol, or lottery tickets. | Penalty: License revocation for 1-5 years.

## Industries Affected

Retail

Alcohol and Tobacco

Technology

Human Resources

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
Leroy Comrie	D	Sponsor

## Related Bills

- A00567 (NY)
- S04394 (NY)
- A09314 (NY)
- A07244 (NY)
- A03914 (NY)

## Official Source

[https://assembly.state.ny.us/leg/?default\\_fld=&bn;=S05641&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#S05641](https://assembly.state.ny.us/leg/?default_fld=&bn;=S05641&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#S05641)

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