

S07623 • 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 (May 31, 2024): PRINT NUMBER 7623C

Summary

This bill restricts employers from using electronic monitoring or automated tools for employment decisions without an impact assessment within the last year.

Business Impact

If you use automated tools for hiring in New York, you must conduct an impact assessment annually or face penalties.

Key Provisions

- Employers must conduct an impact assessment for automated decision tools used in hiring within the last year.
- Notice must be provided to candidates regarding the use of electronic monitoring or automated tools.
- Remedies for violations are established, although specific penalties are not detailed.

Compliance Checklist

- Conduct an annual impact assessment of automated employment decision tools. | Who: Employers and employment agencies. | Penalty: Remedies for violations may apply.
- Provide notice to candidates about the use of electronic monitoring or automated tools. | Who: Employers and employment agencies. | Penalty: Remedies for violations may apply.

Industries Affected

Government

Employment

Technology

Recruitment

Human
Resources

Employment
Services

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
LAVALLE		Primary
MARCELLINO		Cosponsor
HOYLMAN		Primary
GAUGHRAN		Primary
BIAGGI		Cosponsor
Brad Hoylman-Sigal		Primary
Robert Jackson	Democratic/Working Families	Cosponsor
José M. Serrano		Primary

Related Bills

- S00185 (NY)
- S10290 (NY)
- A03779 (NY)
- A09315 (NY)
- A 3779 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2023/S7623>

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