

# S06852 • New York

Establishes criteria for the sale of automated employment decision tools and provides a civil penalty for violations of such criteria.

Introduced

Risk: High

Comprehensive

Effective: Jul 23, 2026 | Last Action (Jan 05, 2022): REFERRED TO LABOR

## Summary

This bill establishes criteria for selling automated employment decision tools and mandates reporting on their impact, including disability accommodation policies.

## Business Impact

If you sell automated hiring tools in New York, you must conduct and report on disparate impact assessments or face fines.

## Key Provisions

- Automated employment decision tools must have a disparate impact report conducted prior to sale.
- Vendors must provide annual public disclosure reports including disparate impact findings and a disability accommodation policy.
- Employers must produce annual disparate impact reports on the tools they use, which are not publicly filed and are subject to applicable privileges.
- Notice must be given to candidates regarding the use of automated tools in their assessment.
- Civil penalties for violations range from \$500 to \$1,500 depending on the nature of the violation.
- The commissioner can initiate investigations and mandate audits for compliance.

## Compliance Checklist

- Conduct a disparate impact report before selling automated employment decision tools. | Who: Vendors of automated employment decision tools. | Penalty: Up to \$500 for the first violation.
- Provide annual public disclosure reports to the department. | Who: Vendors of automated employment decision tools. | Penalty: Civil penalties for non-compliance.
- Notify candidates when an automated employment decision tool is used. | Who: Employers using automated employment decision tools. | Penalty: Each instance of failure to notify

constitutes a violation.

## Industries Affected

Human Resources

Technology

Government

## Topics

AI in Employment

## Bill Sponsors

Name	Party	Role
Jessica Ramos	D	Sponsor
Alessandra Biaggi	D	Sponsor

## Related Bills

- S05641 (NY)
- S 6852 (NY)
- S04394 (NY)
- A07244 (NY)

## Official Source

[https://assembly.state.ny.us/leg/?default\\_fld=&bn;=S06852&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#S06852](https://assembly.state.ny.us/leg/?default_fld=&bn;=S06852&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#S06852)

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