

A 3914 • New York

Establishes criteria for the sale of automated employment decision tools

In Committee

Risk: Medium

Amendment

Summary

Bill A 3914 establishes criteria for the sale of automated employment decision tools, including definitions, enforcement mechanisms, penalties, and rulemaking authority.

Business Impact

If you use AI for hiring, conduct annual impact analyses and publish summaries or face legal action.

Key Provisions

- The bill defines 'automated employment decision tools' and establishes criteria for their sale.
- It outlines enforcement mechanisms to ensure compliance with the established criteria.
- Penalties for non-compliance are specified within the bill.
- The bill grants rulemaking authority to relevant state agencies to implement and enforce its provisions.

Compliance Checklist

- Ensure compliance with established criteria for selling automated employment tools | Who: Businesses selling these tools
- Review and adjust sales practices to align with new criteria | Who: Businesses selling these tools

Industries Affected

Technology

Human Resources

Topics

Related Bills

- A 9314 (NY)
- A 567 (NY)
- S 6852 (NY)
- A 7244 (NY)

Official Source

https://assembly.state.ny.us/leg/?default_fld=&bn;=A03914&term;=2025&Summary;=Y&Actions;=Y&Text;=Y&Committee;%26nbspVotes=Y&Floor;%26nbspVotes=Y#A03914

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