

## S09028 • New York

Prohibits employers from engaging in discrimination on the basis of a protected class when using artificial intelligence for recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges, or conditions of...

Introduced

Risk: High

Comprehensive

Effective: Jul 23, 2026 | Last Action (Jan 23, 2026): REFERRED TO INVESTIGATIONS AND GOVERNMENT OPERATIONS

### Summary

This bill prohibits discrimination in employment practices using AI based on protected classes.

### Business Impact

If you use AI in hiring in New York, you must notify employees of its use or face penalties starting 180 days after the law is enacted.

### Key Provisions

- Prohibits discrimination in employment practices using AI based on protected classes.

### Compliance Checklist

- Notify employees of AI usage in employment practices | Who: Employers using AI | Penalty: Potential penalties for non-compliance

### Industries Affected

Recruitment

Technology

Human Resources

Employment

### Topics

## Bill Sponsors

Name	Party	Role
Alexis Weik	R	Sponsor

## Official Source

<https://www.nysenate.gov/legislation/bills/2025/S9028>

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