

## 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 employment.

Unknown

Risk: High

Comprehensive

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

### Summary

This bill prohibits employers from using AI to discriminate against protected classes in employment decisions, but the scope of employers is not detailed.

### Business Impact

If you use AI in recruitment or hiring in New York, you must ensure non-discriminatory practices or face legal consequences.

### Key Provisions

- Prohibits discrimination based on protected classes when using AI.
- Applies to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges, or conditions of employment.

### Compliance Checklist

- Ensure AI recruitment tools do not discriminate against protected classes. | Who: Employers using AI for hiring. | Penalty: Legal challenges or penalties may arise.

### Industries Affected

Recruitment

Technology

Human Resources

# Topics

---

AI in Employment

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.