

Local Law 144 • New York

Automated Employment Decision Tools (AEDT) Law

Enacted

Risk: High

Effective: Jul 05, 2023

Summary

New York City Local Law 144 of 2021 regulates AEDTs, requiring an independent bias audit and public posting of results on the employer's website. Employers must notify candidates and provide information about data sources and types collected.

Business Impact

If you use automated employment decision tools in NYC, you must conduct a bias audit and post results by July 2023 or face \$1,500 penalties.

Key Provisions

- Independent bias audit required within one year
- Public posting of audit results on employer's website
- Candidate notification before AEDT use, including data source details

Industries Affected

Employment

Technology

Human Resources

Staffing

Topics

AI in Employment

Official Source

<https://www.nyc.gov/site/dca/about/automated-employment-decision-tools.page>

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