STATE OF NEW YORK

9601

IN ASSEMBLY

January 21, 2026

Introduced by M. of A. HOOKS -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibiting the use of automated systems to make employment decisions unless there is a meaningful human review of the output of such automated system prior to the final employment decision

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The labor law is amended by adding a new section 211-b to read as follows:

§ 211-b. Human review of resume screening and hiring decisions. 1. An employer shall not use an automated system, including, but not limited to, an automated employment decision tool, algorithm, artificial intelligence system, or similar automated process to screen resumes or applicants unless there is a meaningful human review of the output of such automated system prior to making any final or adverse employment decision.

2. No applicant for employment may be denied employment solely on the basis of an action by an automated system. Any recommendations, scores, rankings, or filters made or applied by an automated system shall be subject to human evaluation and override authority.

3. Any employer that uses an automated system in the hiring process shall:

(a) notify applicants that an automated system will be used;

(b) describe, in plain language, the type of data analyzed; and

(c) describe the role of the human reviewer in the final employment decision.

4. When an automated system is used in the process of making employment decisions, an applicant who received an adverse employment decision shall be entitled to receive a human-conducted review of the employment decision upon the request of such applicant.

5. The commissioner shall be authorized to enforce the provisions of this section. Upon a finding that a violation of this section has

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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occurred, the commissioner may issue administrative fines and cease-and-desist orders and may require corrective action for such violations.

6. Definitions. For purposes of this section:

(a) "Automated employment decision tool" means any computational, algorithmic, artificial intelligence-based, or statistical system that assists in screening, ranking, scoring, evaluating, recommending, filtering or selecting applicants.

(b) "Meaningful human review" means a deliberate evaluation conducted by a human with decision-making authority to modify or overturn the outcome or employment decision of an automated system.

7. The commissioner is authorized to promulgate any rules and regulations necessary to implement the provisions of this section.

§ 2. This act shall take effect immediately.