

NEW YORK STATE EMPLOYERS MUST PROVIDE ELECTRONIC ACCESS TO WORKPLACE POSTINGS

Effective immediately, digital versions of workplace postings must now be made available via an employer's website or email. Additionally, employers must notify employees that legally required physical postings are also available electronically.

Employers should notify employees of this change via email or other method that will reach all employees.

NEW YORK CITY RESTRICTS USE OF A.I.

Effective April 15, 2023, New York City employers are prohibited from relying on automated decision-making tools to screen applicants and employees for hiring, recruiting, and promotion, unless they conduct a bias audit of the tool, publicly produce a summary of the audit (including the date the tool will be distributed), notify candidates and employees in New York City of the employer's intent to use the tool (including how the tool will measure qualifications and characteristics), allow candidates and employees to request an accommodation or different process, and provide information regarding the tool's collection and sourcing of data, including data retention.