

NYC Local Law 144 Bias Audit Compliance Checklist

Local Law 144 requires NYC employers using automated employment decision tools (AEDTs) to commission an independent bias audit, publish the results, and notify candidates. Use this checklist to confirm you are covered and compliant.

1. Confirm you are covered

- You use an automated employment decision tool (AEDT) that scores, ranks, or filters candidates.
- The tool substantially assists or replaces a human hiring or promotion decision.
- The role is located in New York City, including remote roles tied to a NYC office.

2. Commission an independent bias audit

- The audit is performed by an independent auditor who does not use, develop, or distribute the tool.
- The audit is no more than one year old before you use the tool.
- It calculates selection or scoring rates and impact ratios by sex, by race and ethnicity, and by intersectional categories.
- It applies the four-fifths (0.80) rule to flag disparate impact.

3. Publish and notify

- Publish a public summary of the most recent audit results and the distribution date on your site.
- Notify candidates at least 10 business days before the tool is used.
- Tell candidates how to request an alternative selection process or an accommodation.

4. Keep it current

- Repeat the independent audit every year.
- Re-audit after any significant change to the tool.
- Retain records of audits, candidate notices, and published summaries.