

New York City's Local Law 144 — Mandatory Bias-Audit Disclosure for Automated Hiring Tools, and Its Enforcement Gap

AI in the Public Sector · Good practice · United States of America

Quality score: 60/100

Evidence strength: Observational / pre–post

Summary

NYC's Local Law 144 requires employers to publicly post independent bias audits before using AI tools to screen job candidates. A 2025 NY State Comptroller audit found DCWP fielded only 2 complaints and missed 17 of 18 non-compliance cases it should have caught.

Key dimensions

Dimension	Score
Evidence of impact / measured public value	2/3
Transparency, fairness & accountability	3/3
Transferability / demonstrated replication	2/3
Scalability beyond pilot	1/3
Governance, capability & sustainability	1/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-05

[NYC Department of Consumer and Worker Protection \(DCWP\)](#) — accessed 2026-08-05

[NYC DCWP — Automated Employment Decision Tools rule](#) — accessed 2026-08-05

[NY State Comptroller audit of Local Law 144 enforcement](#) — accessed 2026-08-05

["Null Compliance" academic compliance study \(arXiv\)](#) — accessed 2026-08-05

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