



Philadelphia Partner Discusses NYC Hiring Restrictions with AI

News

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In an interview with *HR Dive*, **Dave Walton** shares his insights on New York City's law restricting the use of artificial intelligence tools in the hiring process, which goes into effect at the beginning of next year. He explains that while the use of AI tools can help in the hiring process, employers must be careful because there is always a risk that these tools can result in discrimination. Dave compares these tools to the "chin-up test" given to prospective firefighters, stating, "[i]t doesn't discriminate on its face, but it could have a disparate impact on a protected category" of applicants as defined by the ADA.

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