

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

HOUSE BILL 1643

By: Representative Dalby

By: Senator Irvin

For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING HIRING PRACTICES;
TO ALLOW A CURRENT OR FORMER EMPLOYER TO DISCLOSE
SUBSTANTIATED ALLEGATIONS OF SEXUAL ABUSE OR
HARASSMENT BY THE CURRENT OR FORMER EMPLOYEE TO A
PROSPECTIVE EMPLOYER UPON WRITTEN CONSENT; AND FOR
OTHER PURPOSES.

Subtitle

TO ALLOW A CURRENT OR FORMER EMPLOYER TO
DISCLOSE SUBSTANTIATED ALLEGATIONS OF
SEXUAL ABUSE OR HARASSMENT BY THE
CURRENT OR FORMER EMPLOYEE TO A
PROSPECTIVE EMPLOYER UPON WRITTEN
CONSENT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 11-3-204(a)(1), concerning the information that may be disclosed by a current or former employer to a prospective employer, is amended to read as follows:

(a)(1) A current or former employer may disclose the following information about a current or former employee's employment history to a prospective employer of the current or former employee upon receipt of written consent from the current or former employee:

- (A) Date and duration of employment;
- (B) Current pay rate and wage history;
- (C) Job description and duties;



(D) The last written performance evaluation prepared prior to the date of the request;

(E) Attendance information;

(F) Results of drug or alcohol tests administered within one (1) year prior to the request;

(G) Threats of violence, harassing acts, or threatening behavior related to the workplace or directed at another employee;

(H) A substantiated allegation of sexual abuse or sexual harassment by the employee, or the resignation by a former employee during a pending investigation of an allegation of sexual abuse or sexual harassment against the former employee;

(I) Whether the employee was voluntarily or involuntarily separated from employment and the reasons for the separation; and

~~(I)~~(J) Whether the employee is eligible for rehire.

APPROVED: 3/20/25