

1 State of Arkansas  
2 95th General Assembly  
3 Regular Session, 2025  
4

# A Bill

HOUSE BILL 1643

5 By: Representative Dalby  
6 By: Senator Irvin  
7

## For An Act To Be Entitled

8  
9 AN ACT TO AMEND THE LAW CONCERNING HIRING PRACTICES;  
10 TO ALLOW A CURRENT OR FORMER EMPLOYER TO DISCLOSE  
11 SUBSTANTIATED ALLEGATIONS OF SEXUAL ABUSE OR  
12 HARASSMENT BY THE CURRENT OR FORMER EMPLOYEE TO A  
13 PROSPECTIVE EMPLOYER UPON WRITTEN CONSENT; AND FOR  
14 OTHER PURPOSES.  
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## Subtitle

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18 TO ALLOW A CURRENT OR FORMER EMPLOYER TO  
19 DISCLOSE SUBSTANTIATED ALLEGATIONS OF  
20 SEXUAL ABUSE OR HARASSMENT BY THE  
21 CURRENT FOR FORMER EMPLOYEE TO A  
22 PROSPECTIVE EMPLOYER UPON WRITTEN  
23 CONSENT.  
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25 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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27 SECTION 1. Arkansas Code § 11-3-204(a)(1), concerning the information  
28 that may be disclosed by a current or former employer to a prospective  
29 employer, is amended to read as follows:

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

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



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

3 (E) Attendance information;

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

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

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

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

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

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17 **APPROVED: 3/20/25**  
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