

**§4011. Employment reference immunity**  
**(REALLOCATED FROM TITLE 20-A, SECTION 4010)**

An employee of a school administrative unit who discloses information about a former employee's job performance or work record to a prospective employer of the former employee is presumed to be acting in good faith and, unless lack of good faith is shown by clear and convincing evidence, is immune from civil liability for such disclosure or its consequences. "Clear and convincing evidence of lack of good faith" means evidence that clearly shows the knowing disclosure, with malicious intent, of false or deliberately misleading information. This section is supplemental to and not in derogation of any claims available to the former employee that exist under state law and any protections that are already afforded employers under state law. [RR 2011, c. 1, §26 (RAL).]

**SECTION HISTORY**

RR 2011, c. 1, §26 (RAL).

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