**An Act Regarding the University of Maine System Hiring Practices**

**Be it enacted by the People of the State of Maine as follows:**

**Sec.** **1. 20-A MRSA §10911** is enacted to read:

**§****10911.** **Hiring practices**

Notwithstanding any law to the contrary, the hiring process for positions within the university are governed by the following.

**1.** **Nondisclosure agreements.**  A person involved in the hiring process for any administrative position within the university, including but not limited to a chancellor, president or provost position, may not be required to sign a nondisclosure agreement related to that hiring process.

**2.** **Administrative personnel.**  All human resources standards and policies that govern the hiring process for positions within the university apply equally to all positions, including to administrative personnel, within the university and may not be waived or modified for any position or group of positions.

**3.** **External review.**  The trustees shall establish an external, 3rd-party review process to ensure that the requirements of this section are regularly reviewed and met. The external review process must examine and ensure compliance with all applicable human resources and equal employment opportunity laws and requirements.

**SUMMARY**

This bill establishes requirements for the hiring process at the University of Maine System. The bill prohibits a person involved in the hiring process for administrative positions from being required to sign a nondisclosure agreement and requires that all human resources standards and policies that govern the hiring process apply equally to all positions and may not be waived or modified. It requires the Board of Trustees of the University of Maine System to establish an external, 3rd-party review process to ensure that the requirements are met and ensure compliance with all applicable human resources and equal employment opportunity laws and requirements.