

Helix School District 1R

Code: **GBLA**
Adopted: 7/2/97
Orig. Code(s): None

Disclosure of Information

An employer who discloses information about a former employee's job performance to a prospective employer is immune from civil liability under the following conditions:

1. Disclosure of information is upon request of the prospective employer; or
2. Disclosure of information is upon request of the former employee;
3. The information is related to job performance;
4. The action is presumed to be in good faith.

Presumption of good faith is rebutted by showing the information disclosed was:

1. Knowingly false;
2. Deliberately misleading;
3. Rendered with malicious purpose;
4. Violated civil rights.

END OF POLICY

Legal Reference(s):

[ORS 30.178](#)
[ORS Chapter 659](#)
[ORS Chapter 659A](#)
SB 755 (2005)