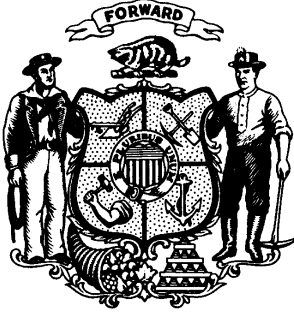


State of Wisconsin



2025 Assembly Bill 1004

Date of enactment:
Date of publication*:

2025 WISCONSIN ACT

AN ACT to create 118.227 of the statutes; **relating to:** prohibiting education employers from entering into certain agreements related to information about alleged immoral conduct by an employee and civil immunity for information provided to a prospective employer.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 118.227 of the statutes is created to read:

118.227 Prohibited agreements and references; immoral conduct. (1) DEFINITIONS. In this section:

(a) "Education employer" means a school board, the governing board of a charter school, or governing body of a private school participating in a program under s. 115.7915, 118.60, or 119.23.

(b) "Immoral conduct" has the meaning given in s. 115.31 (1) (c).

(2) **PROHIBITED AGREEMENTS.** Beginning on the effective date of this subsection [LRB inserts date], an education employer may not enter into an agreement, including an agreement for resignation or termination and a severance agreement, or other contract, or take any action that does any of the following:

(a) Has the effect of suppressing or destroying infor-

mation relating to an investigation of alleged immoral conduct by a current or former employee.

(b) Affects the ability of the education employer or any of its employees to report suspected immoral conduct.

(c) Requires the education employer to expunge information about allegations or findings of immoral conduct from any documents maintained by the education employer, unless after investigation the allegations are found to be false or not substantiated.

(3) **REFERENCES; IMMUNITY.** An education employer who provides information about the conduct of a current or former employee, including information about allegations of immoral conduct, about a current or former employee, in response to a request for information from a prospective employer is immune from all civil liability that may result from providing the requested information. The immunity from civil liability provided under this subsection is in addition to and not in lieu of that provided under s. 895.487.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."