**A Bill to Prohibit the Prohibition of References**

BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

**Section 1**. It shall be considered a violation of fair labor practices for companies to prohibit individual employees from providing references for coworkers or former employees.

**Section 2**. A reference is a written or verbal statement describing the habits of a coworker or former employee, or a recommendation for future employment, usually given to an inquiring employer. This does not include factually incorrect statements which would violate current EEOC guidelines.

**Section 3.** The Equal Employment Opportunity Commission will oversee enforcement of this legislation, and may refer violations to the National Labor Relations Board for further investigation and sanctions.

**SECTION 4.** This will take effect immediately upon passage.

**Section 5.** All laws in conflict with this legislation are hereby declared null and void.

*Introduced for Congressional Debate by \_\_\_\_\_\_.*