

Employee Background Checks For Today's Workforce

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Increase Profits by Avoiding Bad Hires:

Over 60% of employers do employee background checks.

- Employee Theft And Fraud
The most costly abuses occur in organizations with fewer than 100 employees.
- Unqualified Workers
It costs six months pay to replace an hourly employee and 18 months pay to replace a salaried worker.
- Workplace Violence
Most incidents are against fellow employees
- Negligent Hiring Liability
Employers are held responsible for what they should have known about an employee

Keep Up With The Law

Balance The Employer's "Need-To-Know" And The Employee's "Right-To-Privacy"

- Fair Credit Reporting Act – FCRA
(ANY 3rd party report on a consumer)
 - Written Notification Separate From Job Application
 - Written Authorization
 - Adverse Action Notification and Copy of Report
 - Liability Protection For Employer And Information Sources
 - Significant Potential Liabilities For Non-Compliance
- California Investigative Consumer Reporting Agencies Act – ICRA
(Excludes misconduct investigations)
 - Comply With The FCRA
 - Written Notification To Applicant/Employee Within Three Days Of Request For Background Check
 - Applicant/Employee To Receive Copies Of Reports – INCLUDING Reports Generated In-House
 - Significant Potential Penalties For Non-Compliance
- Privileged Publication or Broadcast – CA Civil Code Section 47
 - Based Upon Credible Evidence
 - Without Malice
 - Upon Request Of Prospective Employer

The Most Popular Elements of a Background Check

- Personal And Professional Reference Checks
- Social Security Number Check
- Criminal Record Check
- Prior Employer Verification
- Education Verification
- Employment Credit Report
- Motor Vehicle Report
- State/Federal License Verification
- Civil Record Check
- Workers Comp Records

The Five Most Common Discrepancies Uncovered

- Employment History Falsification
- Education History Falsification
- Criminal Records
- False Id Information (SS#, DOB, Name Spelling/AKA's, Addresses)
- Bad Driving Record