



THE PAST REVEALED: BACKGROUND CHECKS

Employers tend to conduct background checks before hiring new people. It is a specific process that involves knowing the information about the individual's past.

In today's society, it is no longer difficult to access information. This is because the advent of new technology allows us to retrieve a lot of kinds of information.

Contents of the Background Check

Most background checks contain criminal and incarceration records. Criminal and incarceration records include litigation records, driving and vehicle records.

Furthermore, background checks include education verification, employment verification and credit card check. Some include detailed drug tests, licensing records and financial information.

These are just basic elements to a background check. Other things can be added to make the background check more specific.

Some even conduct interviews with the written personal references of the employees. They may be their former employers, family members or friends.

Reasons for Conducting Background Checks

There are several reasons why companies conduct background checks. First is to find out if the person has done any criminal activity. This would be essential if the position requires customer relations or handling money.

Most companies also conduct credit checks. It serves as an indicator for the person's reliability.

Not only done in companies, in the United States, there exists the Brady Bill where background checks are done for those who want to buy guns, explosives and restricted firearms.

Other reasons for background checks may involve a suspicious neighbor or perhaps when one is hiring a new nanny. It can also be as serious as going into a background check of a possible new business partner.

Requirements before conducting a background check

There are many laws and guidelines that should be followed in conducting a background check. Some of these laws are as follows:

- o Fair Credit Reporting Act. This law ensures that when credit reporting is done, correct and updated data is used.
- o Drivers Privacy Protection Act. This law regulates the release and sharing of information from DMV records. Thus, the release of driver and vehicle records are part of these laws.
- o Gramm-Leach-Bliley Act. This act is also involved in employment screening. This regulates the information the employer can or cannot access. It stresses keeping the information private.
- o Other state laws and guidelines. Depending on which state you are in, there are specific laws and guidelines pertaining to background checks.

Controversies Regarding Background Checks

Not all people are comfortable with background checks. Sometimes, there are tendencies that one uncovers information of illegal activity. One must be aware that the information is 100 percent true. Some may perhaps be wrong or irrelevant.

An important factor when looking for sources is to what degree is your source credible.

The Deal with Background Checks

Although not everyone approves of background checks, the fact remains the same, that background checks are useful. It gives an overview of the personality and working habits of the person.

Remember to assess only the relevant information to prevent having information overload about the person. Time is always a factor. Some perceive background checks to be too time-consuming. This may only occur when you get too much information about the person.

Background checks are now usually standard protocol not only to most companies but also at home when hiring household help. Thus, background checks are not only for big companies. It is something for the average household.