



Hall of Horrors: How to Avoid Multi-Million Dollar Hiring Lawsuits

by
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Short Description of the Presentation:

Wow, this is an eye opening presentation. The need for background checks in today's world is huge. However there are very specific legal steps that must be taken when performing background checks, as detailed in the Fair Credit Reporting Act. Failure to properly perform a background check has serious consequences. This is one of those presentations you will want to listen to over and over again.

Real Horror Stories of Companies That Lost Multi-Million Dollar Law Suits Because They Failed to Perform Adequate Backgrounds Checks!

Common Elements of a Negligent Hiring Case

- Types of Injuries
- Duty of Care
- Negligence of employer to do a proper background check
- 79% of cases are "lost" by employer!

How to Protect the Company from Negligent Hiring Lawsuits

Why Employers Do (or should) Perform Pre-Employment Background Checks

What Background Checks Reveal!

- 40% of all applicants past employment history, and reference checks, are false
- 45% of credit checks show a judgment, lien or bankruptcy
- 36% of driving records show violations and/or convictions
- 9% show a criminal record within the last seven years with 24% of those having two or more adverse records

What Kinds of Background Check Information Are Available

- Civil Lawsuits and Liens
- Credit Reports
- Criminal History
- Verification of Education
- International searches
- Driving Records
- Past Employment records

Two Background Checks to Run on ALL Employees

Where to Go To Find Background Check Information

Details of the Fair Credit Reporting Act

- Four Groups that are affected
- Being FCRA Compliant