

Boost Your Bottom Line Outsource Your Background Screening

In the time-driven, highly competitive staffing industry, where margins are tight, operating efficiently and cost effectively is critical. Equally important is placing qualified candidates swiftly, which involves comprehensive screening to mitigate risk.

Although comprehensive screening involves higher costs than perfunctory background checks, the cost pales in comparison to the potential liability for negligent hiring, as well as your reputation.

Using a qualified background screening provider can help reduce costs, free your staff to focus on filling positions and lessen the risks of negligent hiring.

The Benefits of outsourcing your background screening include:

- Greater legal protection than if you conduct investigations in-house. The Fair Credit Reporting Act (FCRA), the primary federal statute governing third-party background checks, provides limited legal immunity to employers who hire third-party investigators. This legal immunity covers suits alleging defamation, invasion of privacy or negligence in connection with the investigation. There is no comparable immunity for employers who conduct their own investigations.
- Broader knowledge of FCRA compliance regarding what may and may not be included in a background check. For example, information involving civil suits and judgments that is more than seven years old must not be included in a report. This requirement potentially excludes data gathered periodically through Internet-based database services.
- Comprehensive understanding of state-imposed reporting requirements regarding criminal records and other information that may be included in a check. Screening and credentialing specialists are trained and constantly updated on the complex and changing state regulations.
- Multiple tools and capability to scrutinize reports to assure the accuracy of any negative information. This alleviates potential Adverse Action situations stemming from identity mix-ups.
- Expansive networks of global court runners to conduct numerous courthouse checks, which is crucial when conducting checks on applicants who have lived in multiple counties, states or even countries.
- Extensive expertise with Adverse Action fulfillment to ensure complete compliance with FCRA regulations and time lines and avoid legal risks associated with decisions not to hire due to negative information. Providers may even offer programs that provide complete Adverse Action fulfillment.



Strategic Screening Solutions for High-Performance HR Organizations

For more information about how Accutrace can boost your bottom line, please contact an Accutrace screening specialist.