

## Why Background Screening Matters

You run background checks to help make informed decisions, demonstrate due diligence and create safe workplaces. It can be beneficial to explain to your team why screening is an essential part of the hiring process. Here are few talking points to get started.



### Reduce Risk And Liability

Background checks can contain various criminal searches. They show you if someone has a record in a location where they lived, worked or visited. Many offenses are minor and do not make a person ineligible for hire. However, it is critical to know if a candidate has a violent offense, is listed on a sex offender registry or has a record that makes them a risk to your employees and customers.



### Confirm Eligibility

You review resumes and conduct interviews to find the best people for your organization. It's equally important to confirm your candidates have the skills, education and experience they need to succeed. Hiring someone who has misleading information on their resume can waste time, money and other resources.

Our Verifications Specialists are trained to confirm an applicant's educational and employment history as well as their credentials. This can include:

- Schools attended
- Diplomas and degrees
- Job titles
- Work responsibilities
- Other achievements
- Licenses
- Certifications

We can also conduct comprehensive interviews with a candidate's personal and professional references. This provides a broader picture of the individuals' work ethic, communication skills, strengths and weaknesses.



### Due Diligence

If someone who represents your organization commits a crime, it is crucial to be able to show you ran a background check. This is proof that you took reasonable precautions to ensure they were safe and eligible for employment. While you cannot predict what anyone will do in the future, you can conduct due diligence and protect your brand.



### **Establish Trust And Fairness**

Running background checks on every potential employee, contractor or volunteer builds trust and shows you are establishing a fair, transparent workplace. Make sure everyone on your team understands you have a consistent background screening process. When people know they are being treated fairly and working in a secure environment, they tend to be happier and more productive.

Want to learn more about how background checks enhance your hiring process? Contact our highly trained team for answers to your questions and customized background screening solutions. We are available Monday through Friday from 5am to 6pm PT.



### **We Partnered With JazzHR**

Backgrounds Online is proud to partner with JazzHR. They provide intuitive software that is built to help hiring managers recruit and hire the right talent fast. If you use JazzHR, you can now use our services through their platform. For assistance or more information, please email [support@bgonline.com](mailto:support@bgonline.com).