

## A Modern Approach To Background Screening Part 2: The Applicant Experience



Last month's Newsletter discussed our commitment to providing background checks that only contain relevant, actionable data. This month we focus on our dedication to establishing a fair and transparent background check process for the people you screen.

We support modern background screening practices that help applicants such as:



### Full Transparency

Current best practice is to only run a background check after conducting an interview or extending a conditional job offer. Once you've reached this point, it is essential to ensure the applicant is aware of next steps and comfortable with the process.

Our background screening methods are fair and transparent. The people you screen see exactly what types of information will be included in their background check. They can also view the full report once it is complete. If someone believes an item on their report is incorrect or outdated, we have team members dedicated to resolving the matter directly with you and the applicant.



### Second Chances

Millions of Americans have criminal records, many of which are the result of minor offenses that would not disqualify the person from most positions. However, in the past, people with any type of criminal record often had trouble finding work.

Backgrounds Online supports Second Chance initiatives such as Ban the Box and Expungement laws. Job applications used to commonly ask the applicant to check a box if they had any type of criminal record causing many qualified people to not be interviewed or considered at all. By removing questions related to criminal convictions from your applications, you expand your applicant pool and gain new opportunities to discover qualified candidates.

Many states and counties have implemented laws to allow residents with minor criminal records to have them expunged after a certain period of time. To improve the applicant experience and protect you against reviewing information that should not be considered for employment purposes, Backgrounds Online does not report sealed criminal records.



## Fighting Wage Discrimination

Employers used to routinely ask job seekers about their salary history to help determine what level of compensation to offer. This practice often resulted in some employees not earning as much as others even though they performed similar duties under similar circumstances.

Certain groups of people in America commonly earn less than others even when performing the same job functions. There are often wage gaps based on gender, ethnicity, disabilities and other factors. By relying on a

person's previous salary to determine compensation, this problem continues to exist.

In recent years, several states have prohibited employers from asking applicants about their salary history. This helps establish a fair and even playing ground for everyone, which in turn can boost morale, productivity and opportunity. Current best practice is for all employers to stop requesting salary history, regardless of where they operate.

## Your BGO Team

Backgrounds Online is proud to be part of this modern way of background screening. Our services help you maintain a process that is fair, expedient and transparent. Following modern best practices helps your organization stand out and encourages candidates to choose you.

If you have questions about background checks and building strong, reliable teams, please contact us. We are available to assist you Monday through Friday from 5am to 6pm PT.



Backgrounds Online is proud to be participating in the Society for Human Resource Management (SHRM) 2019 conference in Las Vegas, Nevada from June 23 to 26. If you're there, stop by to say hello and learn more about background screening at Booth 1050.