

## Best Practices As Business Resumes

Shelter in Place restrictions are being relaxed throughout the country. If your organization is back in business, there are new laws and best practices you should be following. Here are a few to consider:



### Fair Hiring



During the pandemic, fair hiring bills have continued to progress. Ban the Box and other Second Chance laws are going into effect on state and federal levels. While these laws vary, common attributes include:

- Job applications should not ask about arrests or criminal records.
- Criminal background checks should be run later in the hiring process, such as after a conditional offer is made.
- If a background report returns criminal records, conduct an assessment to determine if they are relevant to the position or might warrant an adverse action.

### Marijuana Screening



More states are legalizing medical and/or recreational marijuana. This can affect how employers handle drug screenings. Keep in mind:

- There is no simple method to test for marijuana impairment. When reviewing drug test results, remember that signs of marijuana usage can linger for several days. If an employee tests positive, they may have legally used marijuana products while off duty.
- Some locations are expunging marijuana convictions for offenses that have been decriminalized. Employers may not consider expunged records when hiring or making other business decisions.
- Your legal counsel can advise you regarding drug screening policies based on your industry, location and related factors.

### Protect Employees



Your employees might have been temporarily furloughed or working from home. If so, they could be returning to the workplace soon. The government created new guidelines to protect your staff and business.

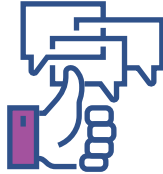
Numerous resources are available and the Department of Labor is a good place to start. Check their coronavirus page for links to relevant information.



## Protect The Public

As businesses reopen, they must take steps to protect the public. This can involve posting signs to inform customers that masks are required while on your premises, taping spots to indicate where people should stand in line and confirming you are in compliance with local laws.

Another important step is to ensure you have current background checks on each employee. People who rely on your services expect you to thoroughly vet everyone on your staff. Contact our experts for help with building screening packages that are ideal for any position in your organization.



## Review Your Policies

So many things have changed in the last few months and we're all adapting to new ways of doing business. This is a great time to go over your hiring, background screening and onboarding policies. Ask your legal counsel to read them and ensure they comply with current laws and best practices.

The team at Backgrounds Online is active and ready to assist you. We are available to create solutions for all your background screening needs Monday through Friday from 6am to 5pm PT.