

## The NAPBS Goes Global

The National Association of Professional Background Screeners (NAPBS) made a major announcement this September: they are now known as the Professional Background Screening Association (PBSA).

This name change symbolizes an ongoing commitment to the “boundaryless nature” of the background screening industry. The PBSA is a global association that continues to focus on compliance, data standards and education while taking on modern challenges like international data privacy regulations.



## Backgrounds Online Attended The PBSA September Conference

The team at Backgrounds Online is active in our industry. We attend bi-annual conferences to learn about new laws, best practices and anything else that might affect you. On September 8, an amazing conference commenced with the official reveal of the PBSA name.

Other key takeaways from this conference included:



## The PBSA Keeps Up With State Laws

Many states have laws that apply to the hiring and background check process. The PBSA tracks upcoming state laws that will, if passed, affect employers.

As a member of the PBSA, we have early access to information about proposed bills. We share this knowledge via our blog, State Laws section and monthly Newsletter. Visit these links periodically to see the latest.



Backgrounds Online is proud to maintain our accreditation with the PBSA. We are dedicated to creating a fair, transparent background screening process that helps our partners make informed decisions, create safe workplaces and demonstrate due diligence.



## The PBSA Is Involved In Washington

PBSA members visit Washington each year for Advocacy Day. In 2019, members met with Senator Ron Wyden and discussed the lifecycle of a background check. Experiences like this help lawmakers understand the importance of background screening, especially when it comes to topics such as making criminal records available to Consumer Reporting Agencies (CRAs).

Having the ability to obtain a comprehensive criminal background check empowers organizations to learn if an applicant might be a risk to their employees, customers and the public.



## The PBSA Intervenes On Your Behalf

A great example of this stems from the Arkansas court system. Changes to their operating procedures caused several courts in the state to start refusing requests for important data that would be used in background checks.

As of April 2018, eight courthouses in Arkansas were denying CRAs access to data. PBSA members got involved by:

- Sending pre-litigation demand letters.
- Requesting access to data based on the Freedom of Information Act (FOIA) and the First Amendment.
- Offering to find ways to make it easier for courts to share data.
- Failing all other attempts, initiating legal actions.

Their involvement has made a positive difference. As of July 2018, only 2 courthouses were refusing to provide data.



## As Your Partner

Backgrounds Online is proud to be your partner in background screening. We maintain our accreditation and membership with the PBSA, continuously strive to keep up with the latest laws and best practices and work tirelessly to ensure you receive the information you need when bringing on employees, contractors, volunteers or making other essential business decisions.



## PBSA Members Offer Data You Can Use

In addition to state laws, the background screening industry is regulated by a federal law called the Fair Credit Reporting Act. The team at Backgrounds Online studies relevant laws to help ensure we are fully informed and prepared for compliance.

The PBSA offers two FCRA courses. Every member of our processing team is required to take these courses and earn the accompanying certification. We place a strong emphasis on training so our team members understand how to compile background checks that only contain current, accurate and reportable data you can use to enhance your decision-making process.

If you have questions about background screening, custom background check packages or anything related, please contact us. Our experienced team is available to assist you Monday through Friday from 5am to 6pm PT.