



Why You Should Run Annual Background Checks

Pre-employment background checks have become a standard practice in most industries, and for good reason - they allow employers to ensure their prospective employee is qualified, honest, safe, and responsible. For some positions, though, a single background check performed during the initial hiring may not be sufficient.

Childcare providers, for instance, are often required to pass annual background checks in order to continue working with children (for obvious safety reasons). A daycare worker may have a "clean" record today, but in six months the same individual could have been arrested, charged, and convicted of a sexual or violent crime - offenses unbecoming of their position. Without recurring background checks, it's possible the employer could remain completely unaware of the transgression, putting young lives and the business' reputation at stake (not to mention the potential legal ramifications).

Why should you run annual background checks on your existing employees?

- Background checks should serve as part of a yearly review, ensuring the employee is still qualified to perform their job duties. Criminal records, driving records, and drug tests are popular components during these types of recurring checks.





- A promotion should also warrant an additional background check. Higher level positions may require more thorough criminal history screening; additional education, employment, or reference verifications; or, if the intended position has access to company funds or sensitive financial information, a credit report.

As an employer, wouldn't you know if your employee was convicted of a crime?

Unless your employee (or another source) informs you of their run-in with the law, how would you know? Of course, unexcused absences due to incarceration may indicate something has happened, but not all convictions result in jail time.

Believe it or not, even time served can be hidden from an employer. Individuals have been known to take extended vacations or sick days to account for their absence and there are even programs to help inmates juggle their incarceration with a full time job, such as Weekend Jail.



Weekend Jail allows individuals to “check in” on Friday evening and “check out” on Sunday night, just in time to rest up and report back to work on Monday morning. Time is served in small increments and employers can be left none the wiser.

What if the background check reveals adverse information that causes you to fire/not promote/demote your employee?

Any adverse action taken as a result of information contained within a background check needs to be preceded by the pre-adverse/adverse action procedures. For additional information regarding pre-adverse and adverse action procedures, you can refer to our “Background Screening 101: Pre-Adverse & Adverse Action” located in the “Resources” section of our website under “Newsletters” or call one of our FCRA certified specialists for assistance.

Backgrounds Online

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