



Backgrounds Online Participated In The 2018 NAPBS Conference

We're proud to be accredited by the National Association of Professional Background Screeners (NAPBS) and remain active in that community. Some of our team members attended the October, 2018 NAPBS conference in Baltimore, Maryland to discuss hot topics and best practices for the background screening industry.

Conference attendees included compliance experts, verification specialists, judges and legal practitioners. We were there to learn, network and contribute to our shared goal of maintaining a fair, transparent and compliant background screening process for employers and consumers.

Hot topics included:



Data Protection

Backgrounds Online is dedicated to protecting the data we send and receive during the background screening process. We comply with the EU-US Privacy Shield Framework and Swiss-U.S. Privacy Shield Framework and voluntarily submit to annual SOC 2 audits. Speakers at the conference covered data-related topics such as:

- The impact of blockchain technology for storing data in a secure, encrypted manner that cannot be altered. This is commonly used for crypto currencies and other highly sensitive data types.
- How artificial intelligence can utilize deep-learning capabilities to review billions of records and return only those that are current and relevant.
- Data mining which detects patterns in large data sets and is used to pinpoint anomalies, analyze clusters and make it easy to understand large amounts of information.



Advocacy

The team at Backgrounds Online does more than learn about upcoming laws; we take steps to help shape them. NAPBS members participate in an annual Advocacy Day program to educate legislators on background screening issues and regularly work together to help ensure new laws are fair to employers, employees and job seekers.

Backgrounds Online will attend the March, 2019 NAPBS conference in Washington D.C. We also continuously keep up with NAPBS committees, events and more. This empowers us to provide useful information to you regarding compliance, data protection and background screening best practices.



Compliance

Keynote speakers discussed the continued growth of Ban the Box and other "Second Chance" laws, using proper Disclosure and Authorization forms before running a background check and the importance of keeping up with federal bills, state laws and city ordinances.



Summary of Rights Under the FCRA

The Consumer Financial Protection Bureau (CFPB) updated the Summary of Rights Under the FCRA document to introduce the right for consumers to request a security freeze on credit reports. Backgrounds Online sent an email alert last month to announce this change and we created an updated document you can send to the people you screen.



Advocacy

Employers that use social media screening must be aware of and compliant with relevant regulations. For example, you can only consider certain types of data found on social media when making business decisions. The NAPBS advises employers to work with a consumer reporting agency that offers social media screening. Otherwise, they put themselves at risk for allegations of making decisions based on factors such as religious preferences, sexual orientation or nationality.

If you would like to learn more about the topics discussed at the conference, ask questions about your background check packages or anything else related to background screening, please contact your account manager for expert assistance. We're available Monday – Friday from 5am to 6pm and are always happy to assist you.