



Sexual offenses are clearly among the most heinous of crimes, which is why sex offenders are forbidden from working in certain environments or with vulnerable populations, like at an elementary school with young children. As with any criminal record, sexual offenses should be handled carefully in relation to an employee or applicant's job duties to avoid any potential claims of discrimination.

What to Consider

- Will this employee have contact with customers, clients, or the general public?
- Will this employee work with vulnerable populations such as children, the elderly, or disabled persons?
- Could placing this individual be considered an act of negligent hiring?
- Is the risk of a repeat offense worth potential litigation, negative publicity, or the physical and emotional trauma suffered by a victim?

The Story of Sue Weaver

In 2001, Cathy Sue Weaver contracted with a department store to have the air ducts cleaned in her home. Two men were sent to perform the job, both of whom, unbeknownst to Weaver, had criminal records. One of the men, Jeffrey Hefling, was a twice-convicted sex offender.



Hefling returned to Weaver's home six months after his initial visit, uninvited, to repeat his history of sexual offense and violence.

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In this tragic case, Sue's life was put at unnecessary risk by the company who employed the man who victimized her. Whether the employer was aware of Hefling's criminal past or not, they dispatched him to the home of an individual that could be described as a part of the vulnerable population and they're ultimately responsible for the interaction that led to Weaver's untimely passing.

You can find out more about Sue Weaver and how many individuals are working towards avoiding such tragedies here: <http://sueweavercause.org/>

From Coast to Coast

Unlike other types of criminal record searches, the Sex Offender Registry Search offered by Backgrounds Online links public state, territorial, and tribal sex offender registries into a single solution- that means even records of offenders who have recently moved or who are in violation and have failed to register with their current state of residence can be uncovered.

A Sex Offender Registry Search is a key component in any well-rounded background check, that's why Backgrounds Online includes one in all of our pre-set packages - no criminal history check is complete without one!

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