

What You Should Know About Screening In 2022

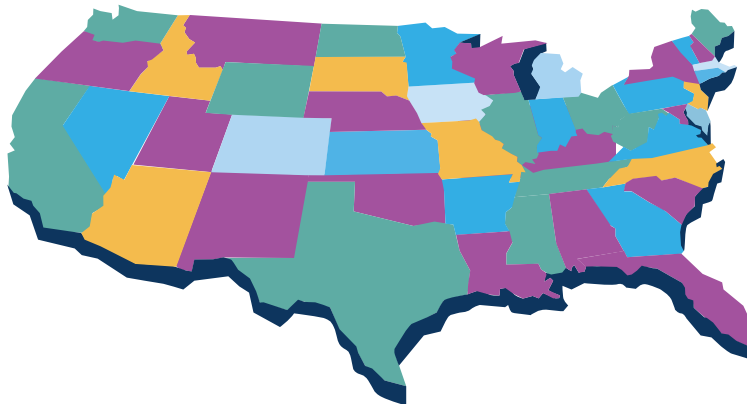
Now that we've settled into a New Year, it's a great time to review background screening laws, policies and best practices.



The Applicant Experience Is More Crucial Than Ever

Millions of Americans left the workforce during the last two years and many businesses are struggling to find the people they need. To help maintain your team, it is more important than ever to develop a positive applicant experience.

When you order a report, you can take advantage of our applicant submittal service. We'll send each person you screen a link to a secure site where they can provide the information required to start their background check. This saves you time and opens a direct line of communication so your applicants can reach us if they need assistance. We provide a superior level of service and attention to the people you screen to make them comfortable and encourage them to choose you as their next employer.



New Laws are in Effect

Laws are passed all the time, and many go into effect at the start of each year. Backgrounds Online does not give legal advice of any kind, but we do offer educational resources. Check our blog and state laws section for details about bills that might affect your organization.

Review Your Policies

The beginning of a year is an ideal time to review your hiring and screening policies. We recommend consulting with counsel to ensure they are up to date, comprehensive and compliant with laws that are in place everywhere you operate.

Court Delays Are Ongoing

Unfortunately, several courthouses throughout the country are continuing to experience delays. We encourage you to read a previous newsletter to better understand what is happening. We remain highly focused on providing essential background check information in a timely manner. If a component in a report might be delayed, we will proactively let you know so you can plan accordingly.

A Big Change In New York City

If you're considering hiring someone who lives or works in New York City, you need to be aware of an update to the city's Fair Chance Act. The law states that employers may not run a criminal background check until after they extend a conditional offer. A few things to note:

- If you use employment, education or other verifications and position focused components, then you must order those before you make a conditional offer.
- After making a conditional offer, you may request criminal searches - but may not order verifications or position focused searches.
- Motor Vehicle Records are considered criminal searches.
- You must provide separate disclosure and authorization forms for NYC consumer reports and criminal reports.



Backgrounds Online has sample compliance forms for New York City in our Resource Center. If you have questions about their updated screening requirements, please contact your Account Manager.

We Are Your Partner

At Backgrounds Online, we pride ourselves on being your partner throughout the screening process. We are available to assist you Monday through Friday from 5am to 6pm PT.