

We Attended The Annual PBSA Conference

The Professional Background Screening Association (PBSA) hosts an annual convention that covers important topics such as upcoming laws, best practices and everything related to employment screening. We've participated for many years and were proud to be involved again in 2021. It's a great opportunity for us to learn, share and serve you even better.



Highlights from this year's convention included:

Data Privacy



Due to concerns about data privacy, a few courthouses in Michigan and California stopped allowing searches using Date of Birth (DOB). While we strongly support efforts to protect personal information, we must confirm identities before running background checks and DOBs are an essential part of that process. Our team is working with the PBSA to help ensure we can continue to obtain the records we need in a timely manner.

Compliance

PBSA conferences always focus on compliance with federal, state and local laws. Presenters covered:

The importance of having clear, conspicuous disclosure and authorization documents. This is something we talk and write about frequently. Your compliance documents must not have any content other than what is required by law. Backgrounds Online provides free sample forms you can download from our Resource Center.

Keeping up with Fair Chance Laws. Several states approved bills that will help former convicts find employment, avoid recidivism and reenter society. Our team works hard to keep up with laws and provide educational resources such as our Newsletter, Blog and State Laws section.

Review your “People Policies” to enhance compliance. Everyone involved in the hiring process should be kept up-to-date with compliance strategies. You can implement ongoing training courses, make sure no one in your organization is using outdated documents and review/revise your written policies regularly.

As always, Backgrounds Online does not provide legal advice of any kind. Please consult with counsel to make sure you are complying with all applicable laws.



Ongoing Screenings

During the conference, we heard a lot about the benefits of regularly screening employees. A few included:

Maintaining a safe workforce. By implementing ongoing screenings, you can see if someone who represents your brand incurs a new conviction, loses a license or fails to renew their credentials.

Knowing your people. Screening regularly allows you to learn about relevant changes with the people on your team.

Creating peace of mind. When you screen everyone consistently, each person knows you are taking steps to protect them and the public you serve.

We Actively Work For You

Our team attends PBSA conferences, monthly industry best practices meetings, webinars and more to keep up with the latest laws and news that affect you. While we do not provide legal advice, we strive to offer an array of resources that bolster your compliance efforts and comprehensive background checks that help you make informed decisions while maintaining safe working environments.

If you have questions about background screening, we are available to assist you Monday through Friday from 5am to 6pm PT. Thank you for partnering with us!