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News of Washington from PR Newswire

Three Classic Mistakes That Human Resources Managers Make When Selecting Employment Screening Companies

TACOMA, Wash., Sept. 29 /PRNewswire/ -- "Increasingly companies and non-profits are managing risk by using outside firms to screen prospective employees. HR managers should avoid these common mistakes when selecting a screening firm," says Michel Andrews of Regal Associates Inc.

Avoid screening firms that do not fully comply with the Fair Credit and Reporting Act (FCRA) and other pertinent federal and state laws. The FCRA governs the screening process for screening companies and companies that use their services. Non-compliant screening companies are unable to provide critical compliance information and the FCRA-required documents to their clients. Moreover, they are putting companies who use their services in legal jeopardy if companies wittingly or unwittingly fail to comply with the FCRA and other federal and state laws in their hiring processes.

Avoid screening companies that rely on data from secondary sources, such as proprietary databases. Screening companies retrieve criminal records from local and county courts, state or federally operated databases, or alternatively from proprietary databases. Criminal records obtained directly from county court houses or other primary sources are considered the most accurate and up-to-date. Proprietary criminal databases can contain data from multiple sources, some sources less reliable than others. Reselling criminal records from proprietary databases violates the FCRA if the data are not the most accurate and up-to-date. Finally, hackers have exploited these databases as disclosed in high-profile cases by major screening companies.

Finally, avoid screening firms that do not offer in-depth reference checking. Reference checks are a critical component of employment screening that many screening companies neglect. Obtaining evaluations of candidates and their skills compared to other candidates from references at multiple levels provide in-depth insight into what individuals can contribute to your organization. Evaluations also highlight any red flags prior to hiring.

About Regal Associates Inc.

We conduct state-of-the-art employment and tenant screening worldwide, providing our clients with actionable intelligence of the highest quality. We specialize in criminal background checks, 360-degree skill-based reference checking, driving record checks, drug screening, and credential verifications. We are fully compliant with the FCRA and provide clients with critical compliance information. We retrieve the most up-to-date and accurate information from primary sources.

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