



We should have known. But we didn't. The power of background checks.

You review the resume, conduct the interview, and make a job offer. Now the person starts immediately, right? Wrong. What you don't know about a job applicant can hurt you. It's not good business practice to hire just anyone who walks through your door. You need to know who they are and their history. Don't be a victim of deceit by simply looking at a resume or take someone's word they are honest and qualified.

Screening potential employees is a vital part of the business process. Background checks can help reduce risk for criminal activities such as violence, abuse and theft. They can also verify the information on an applicant's resume or job application and assist companies in deciding if an individual is the right person for the job.

Be mindful that employers have a legal obligation to protect their business, staff, and customers from any foreseeable act of an employee. You don't want to end up in a negligent hiring situation due to poor hiring practices. If a company fails to conduct a background check prior to hiring and an employee commits a crime while on the job, the employer assumes the liability for the employee's actions. Be proactive. Make every attempt to eliminate high-risk applicants to help avoid negative legal and financial consequences. No business wants to be in a "we should have known" position due to a bad hire.

Now more than ever, businesses are being careful about the quality of people they hire. Criminals and abusers look for employment opportunities at companies that don't run background checks. Businesses that have a screening program know the importance of checking an applicant's history. The process doesn't need to be difficult or expensive. It's all about maintaining a safe workplace, protecting employees, assets and reducing risk. There's no rule that says you have to hire a person from a group of applicants. If none of your candidates are right for the job, keep looking. You'll be glad you did.