

# Background Checks Weed Out Bad Employees

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One of the most alarming concerns with hiring cleaning companies, is the concern regarding effective background checks. After all, reports convey, “with a pre-employment screening program in place in your business, you can discourage applicants with possible troubled histories from applying for open positions. According to the Society for Human Resources Management estimates, over half of the resumes received by potential employers contain misleading or false background information.” (Webmaster, 2014)

Additional study conveys, “making a deep background investigation of potential employees is an integral part of the hiring process that can benefit your company in many ways.” (2014)

However, not all background checks provide in-depth details about a perspective employee. In fact, some back-ground checks only include:

- Credit report
- Employment history
- Housing history
- Criminal history

For a credit report background check, studies show, “when you use consumer reports to make employment decisions, including hiring, retention, promotion or reassignment, you must comply with the Fair Credit Reporting Act (FCRA). The Federal Trade Commission (FTC) enforces the FCRA.” ([www.ftc.gov](http://www.ftc.gov))

Furthermore, “employers who use “investigative reports”-reports based on personal interviews concerning a person’s character, general reputation, personal characteristic, and lifestyle-have additional obligations under the FCRA. These obligations include giving written notice that you may request or have requested an investigative consumer report, and giving a statement that the person has a right to request additional disclosures and a summary of the scope and substance of the report; See 15 U.S.C. section 1681d(a), (b)).” (2017)

When using employment history, studies convey that using employment background checks are limited to the details available. Most employment background checks provide limited details on where potential employees formerly were employed. Such reports also limit the details of how perspective employee character, absentee, and work-habits are.

On the other hand, conducting housing history background reports also provides limited details. In fact, this report tends to provide details about the locations and all, addresses the potential employee had for the past five-years. Using housing reports aren't necessarily instrumental in providing essential information that helps make a determining decision about employment.

Moreover, when using criminal background checks, most states have laws limiting the number of years a background check can be conducted on potential employee criminal past. In fact, "thirteen states enacted laws in their 2010-2011 legislative sessions to expunge and seal low-level offenses after a discrete number of years. Three states passed laws to limit the liability of employers that hire people with criminal records." (Solomon, 2017)

In many instances, criminal background checks go back ten years. For instance, to receive a Top-Secret clearance employment position, the government conducts a ten-year, criminal background check. For a "Confidential" security-level position, government criminal history background checks go back 5-7 years. (SBA.gov)

These are just a few details Allen Maintenance Corporation takes into consideration when hiring employees for their cleaning positions. Being aware of the characteristics each employee possesses, and knowing if an employee has had previous negative behavior, enables Allen Maintenance Corporation, to maintain low-level theft and property damage to client's property when contracted to clean internally.

Therefore, when determining how effective Allen Maintenance Corporation is about investigating its employees' and protecting the assets of clients when Allen Maintenance Corporation employees are on client's campus; rest assured, Allen Maintenance Corporation maintains a high-level, due diligence, to protect all client's property.

## References

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