Background Check Best Practices

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In the article, "Background Check Best Practices," featured on *Security InfoWatch*, attorney David Roth discusses the growing importance of background checks in the security industry.

“The use of background checks is governed by a multitude of federal, state, and even local laws and regulations,” says labor law attorney David Roth, at Denver-based Fisher Phillips. “For example, the Fair Credit Reporting Act requires advance notice to the applicant that a background check will be made, and the applicant must provide written consent for the procedure. Further, it requires that the employer provide a copy of the report to the applicant before and after taking any adverse action.”

The Fair Credit Reporting Act, along with other laws and regulations, makes it advisable to consult with an attorney experienced in labor law before adopting a policy of making pre-employment background checks. “Some laws actually require employers to conduct background checks,” says Roth. “For instance, background checks are usually required for applicants who will be working with children, the elderly or the disabled.”

To read the full article, please visit *Security InfoWatch*.

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David C. Roth
Partner
303.218.3647
Email

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