



Are Your Background Checks Legal?

Publication

10.06.15

Melody Rayl's article "Are Your Background Checks Legal?" was featured in *Thinking Bigger* on October 6, 2015.

Employees are the heart of every business, but their impact is most profound in small companies, where just one troublesome worker can shift the balance of safety or morale.

Not surprisingly, then, employers want to hire strong, baggage-free performers.

To boost their chances of selecting the right person, employers often rely on background checks in their hiring practices. But if they conduct those checks without adhering to Fair Credit Reporting Act rules, they risk legal action being taken against them.

Couple this with growing ban-the-box legislation and heightened Equal Employment Opportunity Commission scrutiny, and employers can find themselves at the receiving end of a lawsuit.

In the article, Melody address the following topics:

- The Devil is in the Technicalities
- Ban-the-Box Targets Criminal Background Checks

To read the full article, please visit [Thinking Bigger](#).

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