



### **Policy Change:**

Effective June 1, 2019 we are implementing a change that may affect your background screening procedures. The change relates to our national criminal database search.

### **Why the change?**

We have never recommended the database search as a primary source of information regarding criminal records. We sometimes refer to it as a “safety net” search because it is great for finding criminal records in jurisdictions that would otherwise not be searched. However, some states are pretty stingy about making the information available for the database and some never provide updates if the case information changes (Example: overturned on appeal or the case is later expunged).

When there is a “hit” (report shows a criminal record) the law allows us to make the database report available to you without verifying the information at the original source as long as we also send a copy of the report to the subject of the report at the same time we send it to you. If the status of the case has changed since it was entered in the database, the subject will notify us and we make the appropriate change after verification. Unfortunately, there has been a significant number of law suits filed in cases such as this claiming that the damage was already done. Even though the subject was given a copy of the report at the same time as the employer and the report was corrected once the subject notified the background screener, some have successfully sued and have been awarded significant damages.

### **What is being changed?**

For most of you, very little will change. We have been contacting most clients when the database report shows a hit and requesting permission to add a county court search to the background check in order to verify the information in the database at the original source of the information (by searching court records). This has always been considered to be a best practice in the screening industry.

Starting June 1<sup>st</sup>, we will only provide access to our criminal database search to clients who give us advance permission to add the county court search(es) whenever the database report shows a hit. Requesting this search will imply permission for us to add a county search whenever needed to verify a hit on the database report. No email will be sent requesting your permission to add the search.

### **What do you need to do?**

If you agree to allow us to verify database hits, you do not need to do anything. If you do not want to incur this occasional, small additional fee, please notify us so we can remove the database search from your screening package.

### **Questions?**

We always welcome your questions! Call us at 508-947-0600 or email [info@saferplacesinc.com](mailto:info@saferplacesinc.com)