

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. Why should employers run pre-employment background checks?

A. Pre-employment background checks serve as a risk management tool that verify information provided by job candidates like work experience, education level or criminal history.

The most common reason employers refrain from implementing background check protocol is cost. However, without the security of background checks, employers open themselves up to damaging liability. The time, resources and money that employers might save in the short run by not screening job candidates are outweighed by the millions of dollars and countless work hours a negligent hiring lawsuit could produce.

Pre-employment background checks can

- provide a safe, violence-free workplace for employees and clients,
- make it easier to isolate unreliable and dishonest candidates from qualified and experienced candidates, saving time and training resources,
- minimize liability for employers by demonstrating due diligence,
- encourage transparency in the application and interview process, and
- eliminate uncertainty in the hiring process.

Employers have a responsibility to make informed decisions that are in the best interest of their business. Pre-employment background checks establish the first line of defense in recruiting and employment practices.

Pre-employment drug testing can also be used to supplement and strengthen decision-making in the hiring process. However, evolving marijuana laws and the recent pardons regarding simple possession of marijuana can create gray areas for employers.

Call our HR Consulting team to help implement pre-employment best practices for your organization.

Got an HR question? Let us know how we can help at HRconsulting@bukaty.com.

Helpful Resources

- [EEOC Harassment guidance](#)