

## BACKGROUND CHECKS

### Why Perform Background Checks on Employees?

- 🔍 **Negligent Hiring Lawsuits-** Background Checks demonstrate due diligence.
- 🔍 **Wrongful Termination Lawsuits-** Yes, even if they lied during the hiring process!
- 🔍 **Unqualified Applicants-** Up to 30% of applications contain material falsehood.
- 🔍 **Time Wasted Recruiting, Training and Hiring the Wrong Applicants.**
- 🔍 **Theft, Financial Loss, Sexual Harassment and other Workforce Problems**
- 🔍 **Workplace Violence-** History of Criminal acts are a major factor in evaluating a persons charactor.

### The Financial Risks of Not Checking Applicant's Backgrounds

There is a growing body of case law (commonly referred to as: Negligent Hiring Practices) that holds companies responsible for the misdeeds of employees working on their premises or working elsewhere on the company's behalf who, based upon their prior history, could have been expected to act irresponsibly or illegally. Under this case law anyone injured by an employee's misdeeds (another employee, customer, or a member of the public) would be in a position to collect damages from the company as a result of its negligent hiring practices. The company's only real defense in such a suit is to show that it used the "Best Available Means" to check the employee's background prior to hiring.

Furthermore, if the company has not checked the background of an employee who causes damage or injury, the company's liability insurance may be voided.

### The Solution Is To Show "Due Diligence"

Courts have found in the past that a due diligence background check shows that an employer took reasonable steps to check the applicant's background, and because they have done so, they were absolved of negligent hiring lawsuits against them.

### We Can Help!

Wilson & Wilson Investigations, Incorporated is a consulting and research firm providing professional investigative and related services to large and small corporations, law firms, the insurance industry and to individuals in all walks of life. For over 18 years; our commitment to quality, integrity and confidence, underscored by highest attention to client services, has established our reputation of excellent performance. Thus enabling us to develop an organization uniquely structured to provide the most qualified and effective programs available.

If your company currently conducts background checks, or you are interested in finding out more about conducting background checks on your new hires, call **Wilson and Wilson Investigations, Inc.** at **704-483-0520** A member of our team will be happy to meet with you and discuss your individual needs.