



Pre-Employment Screening: CRIMINAL MONITORING

“Who you hired
THEN may not be who
is working for you
NOW.”

You're a great company to work for!

Your Human Resources Department is thorough and performs their due diligence in all hiring decisions by conducting **Pre-Employment Screenings** and background checks through DELTA. Once you get your Applicant's results, you see that their history is clear so you hire the new employee and all is well...

Or is it?

Who's working for you?

Our researchers conducted a re-screening for a business of existing employees. This search revealed a **variety** of sex offenders. This was especially detrimental as the employer's business centered on the care and education of children.

This employer's due diligence perspective has been significantly adjusted by this finding.

What is Criminal Monitoring?

Criminal Monitoring is a continuous criminal search conducted on employees to help protect employers from Negligent Hiring* claims.

Here's how it works:

- ✓ The employer will purchase Criminal Monitoring from DELTA.
- ✓ DELTA will run a Criminal Monitoring search on the employees that have been requested by the employer each month, for a year.
- ✓ If criminal activity **is** recorded, the employer will immediately be notified in writing of the infraction.
- ✓ If **no** criminal activity is recorded, no action will be taken.
- ✓ On the 11th month, before the Criminal Monitoring request is about to expire, DELTA will verify that the employer would like to continue using our Criminal Monitoring service.

* **Negligent Hiring** refers to an employer's obligation not to hire applicants who are likely to commit harmful acts against other employees or individuals otherwise associated with a company that could create a legal liability for the employer. Some employers have taken precaution a step beyond pre-employment screening to include annual screening of employees to ensure those who were safe to hire to begin with *stay that way.*



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FREE CONSULTATION**