




2-day In-person Seminar:

Background Checks, Criminal Records and Safe Hiring: Everything you Need to know for an Effective and Compliant Program

-  Los Angeles, CA
-  May 11th & 12th, 2017
-  9:00 AM to 6:00 PM



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Lester S. Rosen, Rosen is an attorney at law and CEO of Employment Screening Resources (ESR), a national background screening company accredited by the National Association of Professional Background Screeners (NAPBS). He is a consultant, writer, and frequent presenter nationwide on pre-employment screening and safe hiring issues. He also has qualified as an expert witness on issues surrounding safe hiring and due diligence. His speaking appearances have included numerous national and statewide conferences.

Overview :

Employee problems are caused by problem employees, and this session will help HR professionals legally avoid bad hires in the first place.

Just one bad hire can result in a legal and financial nightmare. Without taking appropriate steps, there is a near statistical certainty that an employer will hire someone with an unsuitable criminal record, or a falsified background, that can result in workplace violence, lawsuits for negligent hiring and time wasted recruiting and hiring the wrong person. On the other side of the screening fence, are the rising tides of lawsuits against employers alleging screening methods violate the law or are at odds with changes in civil rights legislation and the new EEOC Guidance on the use of criminal records. The screening landscape is more complex than ever.

Price

Price: **\$1,095.00**

(Seminar for One Delegate)

Register for 5 attendees

Price: **\$3,285.00** You Save: \$2,190.0 (40%)*
~~\$5,475.00~~

ENROLL

***Please note the registration will be closed 2 days (48 Hours) prior to the date of the seminar.*



Agenda:

Day One

Lecture 1: Importance of Background Checks

- Why pre-employment screening and due diligence is critical
- The Four Reason to Screen New Employees
- The ROI on a Safe Hiring Program
- What Screening Does and Does not Do
- The Importance and Impact of Legal Compliance

1. Negligent Hiring

- What is negligent hiring, training, supervision and retention
- Reasons Employers get sued
- Defenses that work
- Defenses that don't work

2. Introduction Discrimination and Prohibited Questions in hiring

- EEOC and State Discrimination rules
- Questions that cannot be asked during hiring
- Questions an employer can ask

Lecture 2:

1. Best Practices BEFORE Hiring

- The Application Process
- Effective Due Diligence Interview techniques
- Contacting past employers-a critical step

Lecture 3: Introduction to the federal Fair Credit Reporting Act (FCRA)

- Compliance with FCRA in Four Easy Steps
- The explosion in FCRA class action lawsuits
- Common ways employer are sued and easy steps to avoid exposure
- Common ways background screening firms are sued and easy steps to avoid exposure
- Stet FCRA rule

Lecture 4:

1. Criminal Records and Discrimination

- Ban the Box-what is it and how to comply
- Discrimination and Criminal Records
- The EEOC 20132 Criminal Record Guidance
- The three part criminal record test and Individualized Assessments
- A practical guide for compliance with EEOC Guidance

2. Summary-the major walkaway points for Day One

Day Two

Lecture 1:

1. Obtaining and using Criminal Records

- 10 Things every emoyer needs to know about obtaining criminal records
- Dealing with Arrests, Expungements and other situations involving criminal records and employment

2. Additional Legal Compliance Issues

- Privacy and Defamation
- Data Protection
- Identity Theft Issues
- Americans with Disabilities Act (ADA)

Lecture 2: Overview of Obtaining and Using other Screening Tools

- Education Verification
- Professional Licenses
- Driving Records
- Social Security Traces
- E-Verify
- Consent Based Social Security Verification (CBSV)
- Credit Reports
- Workers Compensation records
- Sexual Offender Databases
- Multi-jurisdictional databases
- FBI criminal fingerprint searches
- Terrorist databases

Lecture 3:

1. Additional hiring tools:

- The use of Social Media Searches for Background Checks
- An introduction to pre-employment Drug Testing
- International Background Checks-it's a great big world

Lecture 4:

1. Implementing a Background screening system

- An overview of the screening Industry
- Selecting a screening firm
- Traps for the Unwary - don't be tricked
- Developing policies and procedures
- The mechanics of a screening program
- Using appropriate forms
- Going paperless and fast
- Screening and emoyer branding and the applicant experience
- integrating your program with your Applicant Tracking System (ATS)
- Determining what types and level of searches are appropriate
- Screening employees AFTER they have been hired
- FAQ's about setting up and implanting a screening system

2. Auditing Your Hiring system

- How to use the Safe Hiring Audit to evaluate your hiring practices
- Next steps to take

3. Summary-the major walkaway points for Day Two

Group Participation

10%	2 Attendees to get offer
20%	3 to 6 Attendees to get offer
25%	7 to 10 Attendees to get offer
30%	10+ Attendees to get offer

Payment Option

- 1 Credit Card: Use the Link to make Payment by Visa/Master/American Express card click on the register now link
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Contact Information: Event Coordinator

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Kindly get in touch with us for any help or information.

Look forward to meeting you at the seminar

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