



"When Insight is Better Than Hindsight..."

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HR PROFILE TALKS WITH COMPLIANCE OFFICER JOHN ROBINSON

In preparation for HR ProFile's upcoming FREE Webinar, FCRA: Are YOUR Employment Screening and Background Checks FAIR for your applicants?; to be held on Wednesday, May 20th, 2015 at 2PM EST Webinar, HR ProFile (HRP) sat down with the Webinar presenter, John Robinson. Mr. Robinson shared information about his background, personal interest, and his thoughts on the Human Resource Industry.

HRP: What do you think is the biggest challenge, the industry will face in the next year/12 months?

JR: *Litigation continues to be the single greatest impact element facing the Human Resource Industry. Lawsuits from both the EEOC – focusing on alleged disparate impact-- and private individuals angling for FCRA-based class action status continue to permeate the industry.*

The EEOC seems to have a laser like focus on disparate impact and is not shy using litigation as their agent of change. Recent claims against Dollar General and ACME are just two of many high profile lawsuits alleging improprieties. The EEOC has an operating budget of approximately \$375 Million which affords them the opportunity and resources to flex their governmental oversight muscles.¹

Private individuals seeking class action lawsuit status also have greatly impacted the industry. With the perfect storm of huge potential payouts and a lower burden of proof, many lawyers use litigation as a business model. Two recent suits against Michaels Stores Inc. and Paramount Pictures Corporation are two of many examples.

Companies large and small must be aware of the ever changing legal landscape and maintain hiring due diligence to ensure FCRA compliance. Partnering with their CRA to develop, implement, and document proper procedures and policies is the best first step to avoid becoming a headline in the paper.



HRP: What advice would you pass on to the younger generation looking to start a career in the HR field, or advance their career?

JR: *My best advice to newer HR professionals is to be a person of integrity, produce results through hard work, and always be inquisitive. That has helped me in my professional life and I see these traits serving the next generation as well.*

HRP: Thinking specifically about innovations in regards to hiring practices, do you think companies are doing everything they can to promote best hiring practices in order to reduce involuntary turnover? What do you recommend they change / why?

JR: *Technology is another element of impact on the HR industry over the recent decade. Applicant tracking systems, online job boards, personality assessments, and distance learning are all now common practice and wide spread. All of this technology should be used to create/maintain a company's culture of success. I would encourage companies to take a future view and ask themselves how this prospective employee can help - not just now - but in ten or fifteen years. Doing a thorough, high quality employment screening and assessment will help companies in making the best informed decision.*

HRP: Do you think the government is doing enough to set proper regulations for the industry? Why/Why not?

JR: *The many layers of controlling legal authority -- FCRA, EEOC, FTC, CFPB, and state EEO laws – have produced volumes of industry regulations. The purpose of all of these laws is to protect individuals, in part or in whole, for the greater good. Too often, unfortunately, these regulations are not clear and lack specificity. Regulations without clear guidelines and specifics of how to comply with the law is the biggest trouble we face in this industry. HR Departments need hiring best practice leadership and a partnership approach from the government instead of the current “gotcha” mentality.*

HRP: How will Globalization affect the Human Resource Industry?

JR: *With technological advances, business now is often a global venture. Markets and talent once out of reach are much more available. This international presence is not without peril as there are no uniform standards for the worldwide background check industry. Large and small countries alike-- China, Russia, Germany, Honduras, India, etc - do not share the same laws and often differ in what legal, education, and reference information can be divulged. Differing levels of economic development, language barriers, time zone differences, and governmental structure all can impact a background search. Rampant fraud is a huge consideration too – a recent study detailed that 58% of all international applicants contained derogatory or fraudulent claims on their resume.² Online diploma mills can create the illusion of academic prowess for example and is something the HR Department must consider when vetting an international applicant. Again having a strong relationship with their CRA will help a company with this critical piece.*

This webinar is part of HR ProFile’s monthly webinar series and on-going commitment to communicate the latest and most innovative topics, compliance changes, trends, and best practices within the Human Resource Industry. The webinar will concentrate on FCRA Compliance for employers, how to follow the guidelines and avoid the lawsuits, Adverse Action Letters and how FCRA originated.

Attendance will count toward One HRCI Continuing Education Credit.

Key Take-Aways Of This Webinar Include:

- 1) What is the FCRA? Why do Employers need to follow it?
- 2) What companies have done incorrectly- why they were sued
- 3) Employers Best Practices/Action Steps to Avoid FCRA Lawsuits



Registration is **FREE** and online at: <http://ow.ly/MbpAk>



About the speaker: John Robinson, Compliance Officer, HR ProFile

As HR ProFile’s Compliance Officer, John works to ensure that HRP is following all FCRA, EEOC, ADA and FTC guidelines. He brings experience from law enforcement, asset protection, and compliance. John is well versed in the current regulations and congressional movements surrounding these federal requirements. John graduated Cum Laude with a A.A.S. & B.S. in Criminal Justice from the University of Cincinnati. jrobinson@hrprofile.com

About HR ProFile: HR ProFile, Inc. is a full-service, trusted, industry leader with over 20 years of experience in all areas of Employment Screening. We provide Background Checks, Drug Testing, Criminal & Court Checks, & Reference and Education Verification to clients in all industries Nationally and Internationally. We partner with our clients to ensure best hiring practices and Fair Credit Reporting Act (FCRA) compliance to HR professionals who outsource employee screening. HR ProFile provides market leading innovations, customized and scalable solutions and pricing, as well as unparalleled personal and professional customer service. Visit us at <http://www.hrprofile.com/>

If you, or your company, would like to be considered as a Webinar Presenter, please contact Media Relations at media@hrprofile.com

References:

- 1) Link to EEOC: <http://www.eeoc.gov/eeoc/plan/2016budget.cfm>
- 2) This is the fact why Background Check is a “MUST” in China! <http://www.idasan.com/idasan/company.aspx>

Tags: #HRProFile #FCRA #EEOC #BackgroundChecks #Compliance #JohnRobinson #JenniferHolt

