

# Understanding HR Policies: Background Checks



Having recruited new employees there are many issues involved in the decision to conduct a background check i.e. When should you do a background check? What information are you looking for, Who will conduct the background check etc.

The legal risk of saying negative things about a former employee stems from defamation, i.e. a tort that involves saying something untrue and harmful about a person that harms his or her reputation and causes damage. To avoid defamation, some employers feel obligated to give a false or untrue statement about a candidate. They will give every former employee a positive reference, even if they're undeserved. Hiring the wrong candidate can have serious implications that may harm the reputation of your fellow HR Director.

Conducting a background check may afford you protection and peace of mind.