



Case Study

Car Dealership Avoids Hiring Violent Criminal



Introduction

Protecting your employees and customers from unsafe workers is just one responsibility of every business owner or manager. Checking into someone's possible criminal background should be an absolute must every time you go through the hiring process. These searches play a pivotal role in ensuring that your day-to-day operations go smoothly, without incidents of criminality cropping up along the way.





Abusive Husband and Father

John was 40 years old and married with a single pre-teen boy. He and his wife were having a domestic argument stemming from the fact that John was spending money on items like cigarettes and going out with his friends instead of providing for his family. His son often went to bed hungry because John blew all his cash each week, and tonight was one of those nights. An argument ensued over it and John, out of rage and frustration, slapped his wife in the face and shoved her to the ground.

His wife waited until John was out of the room and called 911. The police arrived and discovered bruising on the wife's face. After a quick sweep of the home, they discovered that John had not been providing for the child's basic needs, which he was bound to do by law. This wasn't due to an inability on John's part: it was wanton neglect of his minor child.

After a brief discussion with John and his ex-wife, John was arrested by law enforcement for two felonies: omitting to provide for a minor child and domestic abuse with assault and battery. For the first offense, he was convicted and sentenced to a 10-year deferred prison sentence, in addition to \$1400 in court costs and fees. The second offense added on an extra year of a deferred prison sentence, plus \$1500 in court costs and fees.

A wooden gavel with a dark head and a light-colored handle lies diagonally across the top left. To its right, a pair of metal handcuffs is open and lies flat. The background is a warm, orange-toned wooden surface.

Domestic Abuse Is a Threat to Employees and Customers

John had applied for a position in vehicle sales at the local car dealership. The person who landed this position would be interacting with the public in one way or another throughout the day. He or she would be showing cars to prospective buyers, going on test drives, and helping fill out paperwork. This person would also be privy to the private information of many customers, including phone numbers with the intent to do follow-up calls to help make a sale.

Because the car dealership was aware that the hired employee would often have unfettered access to the private information of potential customers, due diligence was a top priority. As with all potential employees, the company decided to run a criminal background check on John. The search was conducted by background experts at NationSearch, who quickly found the man's criminal record. They also discovered that there was an active warrant out for John's arrest because of an outstanding balance on the amount owed.

NationSearch provided all of these details to the dealership's management. Although the car dealership believed in giving people second chances, they had a zero tolerance policy when it came to felonies involving violence. Therefore, John was denied employment by the company.

Having someone on your payroll who has a history of domestic abuse and intentional mistreatment of a child can lead to safety concerns and costly lawsuits. Running a criminal background check to ensure that a potential employee doesn't put your business, employees, and customers in danger will cost much less than any litigation that occurs due to further criminal activity. Ignoring such due diligence is never a good idea.

Contact NationSearch Background Screening today to learn how our searches can ensure a safe and sound business environment.

800-827-9550.