



ATIONSEARCH

Case Study

Medical Transportation Provider
Narrowly Misses Hiring DUI Driver



Introduction

Most people are on board with the fact that employers have a responsibility to ensure the safety of their employees, customers, and anyone else that does business with them. This is especially true when the safety of the public is concerned, as well as those who have placed their confidence in the hands of that business. This is one of many reasons why conducting background checks on potential employees should be a regular part of the hiring process.





Past and Current DUI/Drug Charges

The safety of patients at assisted living facilities must always be a priority. These are individuals who are often unable to take care of themselves, and they rely on those who care for them to ensure their well-being. They must be protected from harm at every stage of their care, and that includes when they are in transit for their medical needs.

Peter, a 37-year-old man, was searching for a job when he came across an ad for a medical transportation driver for an assisted living facility that wasn't far from where he lived. The hours were exactly what he was searching for, and the pay was decent. He was confident that he could do the job, so he applied for the position right away.

The assisted living facility received Peter's resume, and it met all of the requirements for the position, so they reached out to Peter and invited him in for an interview. During the interview, they asked about Peter's driving history, and he informed them that he had always had a clean record.

Peter was especially confident and personable, so the hiring manager had no reason to doubt his honesty or integrity. In fact, on the merits of the resume and interview, Peter seemed like the perfect choice for the position.

When they ran a background check, however, they discovered that Peter had not been honest during the interview about his driving record. A few years prior, he had been convicted of the possession of a controlled substance with intent to distribute, which is a Class 6 Felony, and had been given five years probation with the Department of Corrections.

Even worse, Peter had an open DUI case, which included possession of drug paraphernalia.



Transportation Safety Must Never Be Compromised

The position that Peter was seeking was with an assisted living facility that cared for elderly citizens and those who were unable to care for themselves, either physically or mentally. Workers in this facility are entrusted by the state, by residents, and by the residents' families to provide a high level of comfort and safety to each and every person in their care, which includes offsite travel. The position Peter attempted to fill was that of a medical transportation driver who would be responsible for getting these individuals to and from doctor's appointments.

Given the nature of the work, the assisted living facility was fully aware of its responsibilities to their residents, so they did their due diligence by ordering a background check through NationSearch, with a special emphasis on Peter's driving record and any past drug use. Despite Peter's charming personality during the interview, the background check uncovered both a closed and an open case against this individual. This, combined with the fact that Peter deliberately misled his potential employers about his criminal past during his interview, immediately led to a denial of employment.

In this case, the safety of those who had entrusted their care to the facility was a primary concern, but Peter's past and current run-ins with the law also raised other possible issues. Had Peter been hired by the transportation company, this action could have opened up the facility to potential lawsuits stemming from a failure to adequately protect those who were in their care. Along with damage to people and property, lawsuits like this can have a significant negative financial impact on businesses, especially businesses that are entrusted with safeguarding the wellbeing of others. In this situation, background screening was the last line of defense in ensuring the residents at this assisted care facility were kept out of harm's way.

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of experts about your background screening needs.

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