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Background Screening

Background Screening Success Stories:

Payroll and HR Services Company



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An Unprovoked Verbal Assault Turns Physical

When it comes to company safety, your highest priority is to keep your clients, employees, and the general public protected from any form of assault. Because of the far-reaching damage to victims—including physical, mental, and emotional suffering—it is essential to screen applicants for potential patterns of violence and criminal activity.

Charles, a 30-year-old man, was leaving a convenience store in his area when he was asked by a homeless person for change. Instead of simply declining or waving him off, Charles decided to engage the man in a harsh conversation, saying that the man was lazy and useless. The homeless man did not respond and instead ignored the verbal assault.

As Charles stood at the corner waiting for the light to change, his anger intensified when he noticed the homeless man asking another passerby for money. Charles walked back to the man, engaged him verbally, then grabbed a large stick from the ground and began striking him repeatedly. Charles struck the man in the upper arm, back, and face before a store employee came out and prompted him to run.

The police were immediately called. Law enforcement tracked him down with the help of the store's security footage and arrested Charles at his home. Charles was convicted for assault with a deadly weapon likely to produce great bodily injury, which is a 3rd degree felony. He was given a plea deal based on it being a first offense and ordered to serve 3 years supervised probation, plus \$1200 in court costs and fines.

Assault Charges Endanger Employees and Customers

Charles had applied for employment with a nationwide integrated payroll and HR services company. The position he hoped to fill would involve daily interactions with internal employees, as well as ongoing communication with various entities, such as vendors, their clients' employees, etc. They were searching for a "people person" who could act as a responsible liaison, which Charles claimed he was capable of, yet gave no indication of his past criminal offense.

Because the payroll and HR services company knew the person for the position must be trustworthy at all times (and that their reputation was at stake), they decided to do their due diligence by conducting a background check involving criminal offenses. The background check was conducted by NationSearch, who brought the man's criminal record of physical assault to their attention. Charles, therefore, was denied employment by the company.

Hiring a person with physical assault in their background, especially when the attack was entirely unprovoked, can lead to both safety and liability issues for your company. The cost of conducting a background check before a person is hired is much lower than the potential costs of a lawsuit that may be the result of ignoring a person's history of criminal violence. It is always essential to meet standards of due diligence throughout the hiring process.

Call NationSearch Background Screening today to find out how you can conduct a records search to help ensure the safety and integrity of your company: 800-827-9550

