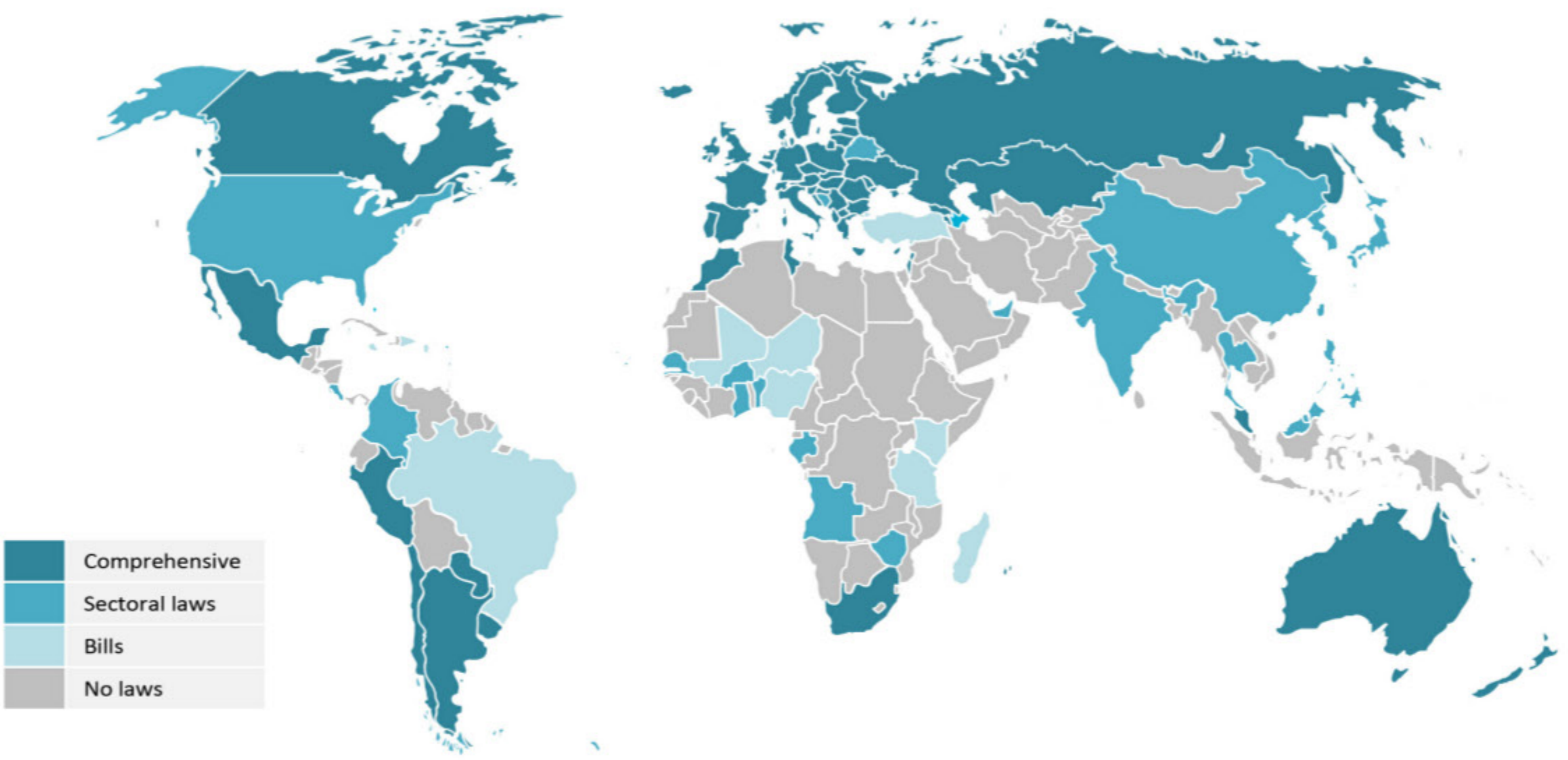


MANAGING RISK IN A GLOBAL MARKETPLACE

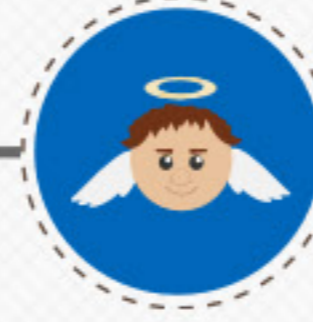
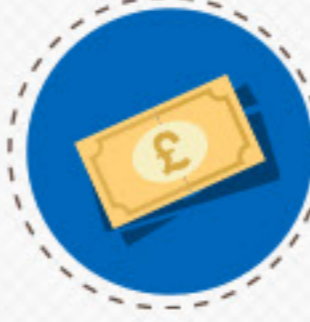
Understanding the International Landscape for Background Screening

Data Protection and Privacy Laws can vary wildly around the world.



What may be legally permissible in one country may be irregular and even illegal in another...

Financial inquiries
In France employers should not inquire into a candidate's financial position



Question of honesty
In Germany and Switzerland candidates can lie in the application if asked an illegal question

Candidate rights in US
FCRA rules dictate that employers notify candidates if adverse action is taken as a result of a credit report



Legal restrictions
In Poland references may only be checked when provided voluntarily. Failure to give references may not result in any negative consequences for the candidate

Anti-discrimination
In 2012 it became illegal in Mexico to ask about or test for pregnancy



The route to meeting global screening compliance...



Using a reputable provider of employment screening and background checking services to navigate the complexities of global compliance could save you from a whole world of costly errors.

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