

Social Media Screening

- Compliance

- E-Verify
- I9

- Criminal Searches

- National Criminal Database
- US Federal Criminal
- OFAC
- County or Statewide Criminal

- Civil

- Nationwide judgments
- County Civil

- Pre-employment Searches

- SSN number trace
- Address history
- Driving (MVR) Records
- Credit Reports

- Verification

- Prior Employment
- Education
- Reference
- Licenses
- Internation

- Screening

- DOT (9 & 10 panel)
- Non DOT (5, 9 & 10 panel)

Social media screening as part of background checks has become increasingly common in recent years. Employers and organizations may use this practice to gather additional information about job applicants or individuals in various contexts. Here's an overview of how social media screening is typically conducted in background checks:

- 1. Candidate Consent:** It's generally considered best practice to obtain explicit consent from job applicants before conducting social media screening. This is often done through a disclosure and authorization form, informing candidates that their online presence may be reviewed during the background check process.
- 2. Identifying Relevant Social Media Platforms:** Employers typically focus on popular social media platforms such as Facebook, Twitter, LinkedIn, Instagram, and sometimes others like TikTok or Snapchat, depending on the nature of the position and industry.
- 3. Professional Platforms vs. Personal Profiles:** Employers typically focus on professional platforms like LinkedIn for assessing qualifications and job-related information. Personal profiles on platforms like Facebook and Twitter may also be reviewed for insights into a candidate's character, values, and behavior.
- 4. Evaluation Criteria:** Employers establish specific criteria for evaluating candidates' social media profiles. These criteria often include assessing for professionalism, discriminatory or offensive content, inappropriate behavior, alignment with company values, and relevant qualifications or skills.
- 5. Avoiding Discrimination:** Employers must be cautious to avoid discriminatory practices. They should not make hiring decisions based on factors like race, gender, religion, age, or other protected characteristics that may be revealed through social media profiles.
- 6. Context Matters:** Context is essential when evaluating social media content. Comments or posts may be taken out of context, so employers should strive to understand the full context of the information they find.
- 7. Documentation:** Employers should document any relevant findings from social media screening. This documentation can be used to justify hiring decisions and to ensure transparency in the process.
- 8. Legal Compliance:** Social media screening must comply with applicable laws and regulations. Some jurisdictions have specific laws regulating social media information in hiring decisions, so employers should be aware of and adhere to these legal requirements.
- 9. Consistency:** To minimize bias and ensure fairness, employers should apply consistent criteria and practices when conducting social media screening for all candidates.
- 10. Discretion:** Employers should exercise discretion when using social media screening in background checks. Hiring decisions should not consider personal and private information unrelated to job qualifications or suitability.

In summary, social media screening as part of background checks is a practice that has gained traction, but it must be conducted thoughtfully, ethically, and in compliance with relevant laws. Transparency, consent, relevance, and consistency are key principles to keep in mind to balance gaining valuable insights and respecting candidates' privacy and legal rights.