

## **Background check**

A background check or background investigation is the process of looking up and compiling criminal records, commercial records and financial records of an individual.

Background checks are often requested by employers on job candidates, especially on candidates seeking a position that requires high security or a position of trust, such as in a school, hospital, financial institution, airport, and government. Results of a background check typically include past employment verification, credit score, and criminal history.

These checks are often used by employers as a means of objectively evaluating a job candidate's qualifications, character, fitness, and to identify potential hiring risks for safety and security reasons.

### **Pre-employment screening**

Pre-employment screening refers to the process of investigating the backgrounds of potential employees and is commonly used to verify the accuracy of an applicant's claims as well as to discover any possible criminal history, workers compensation claims, or employer sanctions.

### **Types of checks**

- Employment References
- Character Reference Check
- Gaps in employment history
- Identity and Address
- Credit History
- Criminal History Report.

### **Reasons for Background Checks**

They are frequently conducted to confirm information found on an employment application or résumé/curriculum vitae. They may also be conducted as a way to further differentiate potential employees and pick the one the employer feels is best suited for the position. Employers have an obligation to make sure their work environment is safe for all employees and helps prevent other employment problems in the workplace.

Checks are also required for those working in positions with special security concerns, such as trucking, ports of entry, and airports (including airline transportation). Other laws exist to prevent those who do not pass a criminal check from working in careers involving the elderly, disabled, or children.

### **Important Background Check Information**

The amount of information included on a background check depends to a large degree on the sensitivity of the reason for which it is conducted—e.g., somebody seeking employment at a minimum wage job would be subject to far fewer requirements than somebody applying to work for a law enforcement position.

Criminal, arrest, incarceration, and sex offender records - There are several types of criminal record searches available to employers, some more accurate and up to date than others. The best way to conduct an accurate background check is to go directly through the Provincial Police.