

Background Checks Can Unveil Startling Information Important to Any Employer

In late 2003, the media reported a tragic story: a California nanny was arrested for vehicular manslaughter in a hit-and-run accident that killed two children. The woman, who worked as a nanny, drove onto a sidewalk and killed a ten-year-old boy and his seven-year-old sister. Upon investigation, the nanny had neither a current, valid driver's license nor insurance. Plus, Department of Motor Vehicle records showed that the woman's driver's license had been suspended twice for an excessive blood-alcohol level, as well as suspended numerous times for negligent operation and insurance problems. Additionally, the woman had been arrested in the past for public drunkenness.

The woman was hired by the family as a nanny from an advertisement on the Internet, and the family failed to do any background checks. A check of her driving record would have immediately dismissed her from consideration as a nanny or for any other household position.