

7 Common Background Screening Mistakes & *How to Fix Them*



1. Not Following Consent Rules

- ✗ **The Mistake:** Failing to obtain proper consent violates FCRA rules
- ✓ **Fix It By:** Always getting written candidate consent and follow FTC guidelines



2. One-Size-Fits-All Checks

- ✗ **The Mistake:** Running the same background check for every role
- ✓ **Fix It By:** Customizing checks to match job requirements (e.g., MVR for drivers, credit checks for finance roles)



3. Ignoring Legal Updates

- ✗ **The Mistake:** Waiting until new laws take effect before adjusting policies
- ✓ **Fix It By:** Monitoring regulations proactively to stay ahead of compliance risks



4. Not Doing Continuous Monitoring

- ✗ **The Mistake:** Assuming a one-time background check is enough
- ✓ **Fix It By:** Implementing ongoing monitoring for high-risk roles and industries



5. Skipping the Adverse Action Process

- ✗ **The Mistake:** Denying a candidate without allowing them to dispute findings
- ✓ **Fix It By:** Following the adverse action process carefully to avoid legal issues



6. Choosing the Wrong Screening Partner

- ✗ **The Mistake:** Partnering with a provider that doesn't suit your needs and lacks industry expertise
- ✓ **Fix It By:** Working with a trusted provider that ensures accuracy and compliance



7. Overlooking State & Local Regulations

- ✗ **The Mistake:** Ignoring location-based screening laws for remote or multi-state employees
- ✓ **Fix It By:** Regularly reviewing state & local laws to ensure compliance

Avoid the Mistakes with Mitratesch!

Hire with confidence with Mitratesch's background screening solution that delivers:

- **100% Compliance:** Maintain compliance with data privacy and hiring regulations.
- **Faster Turnaround Times:** 98% of our checks are done in under 30 hours!
- **Unmatched Support:** Our FCRA-certified success team is always ready to help.

[Schedule a Demo Today! ▶](#)

