



## Insight for Better Hiring

### **Inquirehire Advisory: Non-employee Background Checks**

Many employers have implemented an effective pre-employment screening program to minimize risk in their hiring process. However, employers still face another important question. What about contractors, temporary workers, or vendor personnel who have access to the workplace, business records, and IT systems? Although there is no direct employer/employee relationship, there is a supplier relationship with the third party provider. As part of that relationship, the employer has a right to insure that hired third parties meet the same standards for safety which apply to direct employees. Moreover, instances of case law in the United States have found organizations liable for the misconduct of third party workers if the organization was negligent. As a result, employers cannot limit their liability to only those workers who are on the company payroll.

Fortunately employers can legally insist that vendors subject their employees to background screening as part of the contract. This is becoming a more common practice with American employers, and the vendor is responsible for the cost of the background check. The following can be helpful when initiating and administering a third party background screening program:

1. Require third party providers screen their access employees based the organization's direct employee requirements.
2. Require the third party certify the completion of a background check under the employer's criteria.
3. Require the vendor to provide the name and identify of the firm providing the background check, and confirm that the firm is properly equipped for the assignment.

Inquirehire can help your organization implement and administer a third party background screening program. To learn more about this or other pre-employment services, contact Inquirehire at 563-323-5922 or 800-494-5922. If you prefer email communication, please contact us at [inbox@inquirehire.com](mailto:inbox@inquirehire.com).

### **Inquirehire**

A division of James M. Sweeney and Associates, Inc.  
320 LeClaire, Davenport, Iowa 52801  
[www.inquirehire.com](http://www.inquirehire.com)