



Background Checks

There are several types of background checks, including credit checks, drug tests, criminal background checks and driving records. A potential employer may require a background check, but they must have your permission prior to running most checks.

	GENERAL INFORMATION	HOW WILL IT AFFECT ME?
<p>Criminal record</p>	<p>Criminal background checks normally go back five years, but they may go back further. FBI checks may go back as far as 15 years or your 18th birthday.</p>	<p>A criminal record will not prevent employment in many industries; however, it depends on the industry and specific job listing. For more information, click here.</p>
<p>Credit checks</p>	<p>Your credit history generally reflects the past seven years. Bankruptcies and judgements may be listed longer. Record of bankruptcy cannot be used against an application for employment.</p>	<p>Poor credit may affect your ability to get a job working with money or a position where you are responsible for other's resources. If you are not hired based on your credit report, an employer is required to provide a copy of the report and information how to challenge through the Fair Credit Reporting Act.</p>
<p>Education, certification or license check</p>	<p>Many certifications and licenses are public record and are easily verified by an employer. College transcripts are often verified by the school.</p>	<p>Falsifying education or certification on an application can result in dismissal in any position.</p>
<p>Drug screening</p>	<p>Employers cannot discriminate based on physical or mental impairment or request an employee's medical records. Businesses can inquire about an applicant's ability to perform specific job duties.</p>	<p>If you are taking a prescription for something normally checked on a drug test, you will be required to provide proof that it is a legal prescription. Consider taking your prescription bottle with the information attached to your drug screening appointment.</p>

Will having a criminal record be a problem?

If you have a criminal record, it might take you longer to find the job you want, and different employers will look at your background in different ways. Having a criminal record can be overcome by your general attitude and the way you talk to an employer. If an employer gets a positive impression of you and your work ethic, if they know you are motivated, that you are clean and are going to stay that way and that you want an opportunity to prove yourself, they will be more likely to take a chance on hiring you.

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