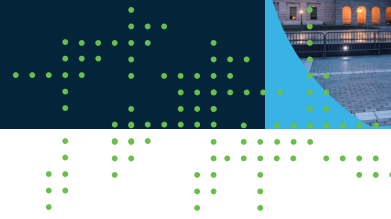


# National Guides



## Littler on Background Screening & Privacy Rights in Hiring

**Scope of Discussion.** In this publication, section one provides an overview of issues to consider in the hiring process. Information about how the Fair Credit Reporting Act and other relevant laws impact hiring procedures is included. Section two looks at particular background screening procedures, such as a review of social media and the use of credit or criminal checks. The last section includes practical guidance on lawful inquiries that can be made during the hiring process and other tips on background screening procedures.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

### 1. OVERVIEW OF THE LAW OF HIRING

- 1.1 [Overview of Issues to Consider in the Hiring Process](#)
- 1.2 [Hiring Procedures](#)
- 1.3 [Federal Laws Governing Preemployment Inquiries & Background Checks](#)

### 2. BACKGROUND SCREENING TECHNIQUES

- 2.1 [Overview of Background & Reference Checks](#)
- 2.2 [Use of Social Media in Employee Screening & Employment Decisions](#)
- 2.3 [Use of Credit Checks in Employee Screening & Employment Decisions](#)
- 2.4 [Use of Criminal Records in Employee Screening & Employment Decisions](#)
- 2.5 [Other Preemployment Inquiries & Background Screening Techniques Under State Law](#)

### 3. PRACTICAL GUIDELINES FOR EMPLOYERS

- 3.1 [Permissible Interview Questions](#)
- 3.2 [Recommendations for Effective & Lawful Hiring](#)
- 3.3 [FCRA Compliance](#)