



Don't Risk Costly Mistakes With Background Checks

The laws regulating how employers use criminal conviction information are complicated, overlapping and can be confusing. We have created tools and processes to help clients legally and efficiently consider criminal conviction information for employment purposes.

Stay Compliant with Our Proven Process

Harter Secret & Emery LLP Labor and Employment attorneys have extensive experience helping clients establish policies and procedures for considering criminal background information. Our team has developed state and federal law compliant programs designed to complement corporate culture, recruitment goals and standards. We offer clients a variety of packages that leverage our experiences to prevent costly employment discrimination errors and FCRA violations.

Reported FCRA Violation Settlements

TransUnion—\$60 million
 Wells Fargo Bank—\$12 million
 Uber—\$7.5 million
 Publix Super Markets, Inc.—\$6.8 million
 Dolgencorp, Inc. d/b/a Dollar General—\$4 million
 Delhaize America, LLC, Food Lion, LLC—\$3 million
 K-Mart Corporation—\$3 million
 Avis—\$2.7 million
 Domino's Pizza, LLC—\$2.5 million
 Postmates—\$2.5 million

Learn more at hselaw.com or contact a Harter Secret & Emery Labor and Employment team member in Rochester at **585.232.6500** or in Buffalo at **716.853.1616**.

Criminal Conviction Analysis Package

- Checklist to guide considerations in hiring decisions
- Initial and refresher training for HR team
- Ongoing privileged advice regarding specific cases

Fair Credit Reporting Act Compliance Package

- Audit of current processes, including those using third-party reporting agencies
- Custom templates of federal and state mandated legal forms including disclosure notice, authorization forms, pre-adverse action letters, adverse action letters, and summary of rights
- Simple electronic process to complete forms



Harter Secret & Emery LLP

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