



COMPLIANCE FAST FACTS

Under the FCRA, an employer must notify the applicant in writing that a background screen is being requested on the applicant, and must obtain a written consent from the applicant. The employer must also include a statement informing the applicant of their right to request additional disclosures in accordance with the FCRA.

- Under the FCRA, prior to denying employment based in whole or in part on negative information received from a "Consumer Report" (background screen results), the employer must notify the applicant in writing that derogatory information has been found, provide the applicant with a copy of the consumer report and a "Summary of Rights".
- After giving the applicant "reasonable time" to dispute the results (typically three days), if the employer decides to deny employment to the applicant, the employer must provide the applicant with a written formal denial of employment.