

PreemploymentDirectory.com, the Background Checking Information Portal for HR Professionals, Adds Accreditation Profile to Feature Accredited Background Screening Firms

PreemploymentDirectory.com, the world's leading background screening information portal for human resources professionals and hiring managers, is pleased to announce the addition of the Accreditation Profile section to its web site. The new section will feature firms that have earned the rigorous seal of approval of the National Association for Professional Background Screeners (NAPBS®) to be recognized as one of the growing number of accredited background screening firms.



“Only about 2% of U.S. background screening firms are accredited which puts these companies into a very elite group.”

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PreemploymentDirectory.com announced a significant content enhancement to its flagship website: a new section, featuring firms that have earned the rigorous seal of approval of the National Association for Professional Background Screeners (NAPBS®) to be recognized as one of the growing number of [accredited background screening firms](#). The accreditation program provides national recognition to a background screening organization for its commitment to excellence, accountability, high professional standards and continued institutional improvement.

NAPBS® is the association that serves as ‘the voice of the background screening industry’ and promotes ethical business practices, promote compliance with the Fair Credit Reporting Act (FCRA) and Equal Employment Opportunity laws, fosters awareness of issues related to consumer protection and privacy rights within the background screening industry.

The accreditation program is governed by a thorough set of professional standards which are maintained by the Background Screening Agency Accreditation Program (BSAAP). The program has established procedures that are compliant with industry best practices, affirms industry knowledge and expertise.

To become accredited, firm must pass a rigorous onsite audit, conducted by an independent inspector, of their policies and procedures relating to the following critical areas:

- Legal Compliance
- Consumer Protection
- Information Security
- Organizational Integrity and Ethics
- Ability to Train and Educate Clients
- Accuracy and Depth of Products
- Quality and Accuracy of Public Record Researchers and Background Specialists
- Employees’ Background Check Expertise

The Accreditation Profile is based on an interview with a senior manager of the accredited firm. The column originates in The Workplace Violence Prevention eReport, an ezine distributed worldwide to HR, security, safety, risk management and operational professionals.

W. Barry Nixon, SPHR, COO, PreemploymentDirectory.com, the co-author of the book, Background Screening & Investigations: Managing Hiring Risk from an HR and Security Perspective, said, “With only 2% of background screening firms in the U.S. having earned accreditation, it puts these companies into a very elite group.” Nixon added, “These companies have not only demonstrated their commitment to excellence, but also the willingness to open up their internal business practices to the scrutiny of an independent auditor to validate their adherence to established best practices in the industry.” Bob Capwell, Chief Knowledge Officer, EBI, a firm that earned accreditation in 2011, said it best “We really took a deeper look into the way we conduct our business and we put programs and processes in place to enhance our overall organization.”

Wallace T. Davis, President/CEO, Peopletrail, stated, "Peopletrail was one of the first companies that became NAPBS® accredited. We clearly saw the importance and the value it would provide." He added, "But it wasn't easy, and we knew it would be an ongoing effort to carry our business to the highest standards and maintain our respected reputation in the industry. Accreditation validates us as a serious credible provider, a true and respected contender. We owe it to each of our valued clients to be accredited and to maintain the level of expertise and self-governance they have come to expect."

Nixon said, “Adding the Accreditation Profile section to our industry leading web site will further enhance the importance of this emerging industry standard that is becoming a force for change in the background screening

industry at a time when the industry is under increased scrutiny at both the federal and state level by a variety of government entities. NAPBS® is to be credited with having the vision and fortitude to move forward with establishing the accreditation process. It may be the single most significant development that will influence the greater community to believe that background screening firms are serious about implementing ethical, legally compliant programs that will fairly impact job seekers.”

Heather Browning, Executive Vice President at OPENonline, said “We strongly believe in the NAPBS® mission to promote ethical business practices, compliance with the FCRA, equal employment opportunity, and state and international consumer protection laws relating to the background screening industry.” She added that “For OPENonline, having this accreditation confirms we are succeeding in our commitment in operating our business with exceptional compliance standards, industry best practices and customer service.”

The Accreditation Profile section will appear in the Background Screening Publications section of PreemploymentDirectory.com.

For additional information about the Accreditation Profile or PreemploymentDirectory.com, visit <http://www.PreemploymentDirectory.com> or contact W. Barry Nixon at 1-949-770-5264 or [wbnixon\(at\)preemploymentdirectory\(dot\)com](mailto:wbnixon(at)preemploymentdirectory(dot)com).

About PreemploymentDirectory.com:

PreemploymentDirectory.com is the leading web based directory of background screening companies designed to make it easy for businesses to quickly find a screening provider to meet their needs. The Directory includes an information rich U.S. and International Resource Center that provides important information about conducting background checks in countries around the world.

In addition, to his responsibilities focused on supporting the background screening industry, Mr. Nixon serves as the Executive Publisher, of The Workplace Violence Prevention eReport.