

Fingerprinting vs. Background Checks

BACKGROUND CHECKS

Performed by Consumer Reporting Agencies

A Background Check undertaken for applicants serving children and vulnerable populations can provide ministries with information about past criminal or other negative history, which may serve as an indicator of *future behavior*. While Background Checks are a standard practice, they do not serve as a stand-alone Safety System.

Background checks are **MULTIFACETED** and usually conducted by Consumer Reporting Agencies (CRAs). CRAs gather information from various sources to create a detailed report related to a specific individual. Sources may include county and federal courts, state repositories, educational institutions, employers, motor vehicle reports and more.

Searches that are offered include:

- Multi-Jurisdictional Database/Alias Search
- Identity Research - 'Person Search'
- National Sex Offender Registry Search
- Motor Vehicle Report
- County Records Search
- Federal Court Criminal Search
- Statewide Records Search
- Employment Credit Reports
- Education Verifications
- Employment Verifications
- Reference Verifications
- Continuous Monitoring
- International Criminal Records Search
- Negative Media International Searches



Background Checks are **HIGHLY REGULATED** and subject to strict regulations. Consumer Reporting Agencies (CRAs) operate under the Fair Credit Reporting Act (FCRA) as well as state privacy laws.

FINGERPRINT-BASED SEARCHES

Performed by the Federal Bureau of Investigation

Fingerprint-based searches utilize the unique patterns of an applicant's fingerprints. The process includes scanning, digitizing and comparing these digital representations with a database of stored fingerprint records in an attempt to find a match. This database contains information obtained from fingerprint submissions related to arrests, federal employment, naturalization or military service.

Fingerprint-based searches may be conducted only if the employer has legal authority under state or federal statute. These searches are not investigative; rather, they show information received by the FBI from states, counties and municipalities. If a state or county does not report arrest records or court dispositions, this data will not appear on the FBI Identification Record. Relying solely on arrest and court records, and utilizing a passive collection system, can lead to a significant number of incomplete files. Turnaround time may vary, depending on an applicant's access to fingerprint collection sites and FBI processing times. There is no single comprehensive government database containing complete and up-to-date records of an applicant's criminal history.



COMPARING BACKGROUND CHECKS AND FINGERPRINT-BASED SEARCHES



Highly regulated and maintain high levels of accuracy.	✓	
Consumer identity may be verified using alternative methods such as middle name, date of birth, address, and other unique identifiers.	✓	
Screening allows supplementation of database records with the complete record and disposition information obtained directly from the source.	✓	
Inaccurate or incomplete records may easily be challenged. Initiating a dispute can be as simple as making a phone call.	✓	
Results generally returned within 48-72 hours.	✓	
Collection of information occurs as an element of the investigative process.	✓	
Collected data gathered, investigated, analyzed and checked for accuracy.	✓	
Tailored to provide a more complete picture of the applicant, and may include education verifications, employment verifications, reference and driving records.	✓	
Consumer screening process protected by the Fair Credit Reporting Act.	✓	
Consumer screening process protected by state law.	✓	
Requirement to "assure maximum possible accuracy" before reporting information, as prescribed by the FCRA.	✓	
May include information from sources within the United States AND globally.	✓	
Used to screen potential threats to vulnerable populations and regulated industries.	✓	✓
Incorrect information may be disputed by an applicant.	✓	✓
Applicants are required to submit fingerprints and are identified solely by the existence of a fingerprint - no fingerprint, no information!		✓
Only performed when granted access by state or federal statute.		✓
Screening relies solely on completeness of records in a database.		✓