

Background Check Vendors Reckon With Increased Job Bias Scrutiny, Bloomberg News quotes Arthur Gaus, Esq., 8-23-2024

Third-party employee screening companies are finding themselves more in the litigation fray in California for blocking job seekers with criminal records thanks to a growing advocacy and legal movement that's pushing to hold them accountable alongside employers.

While employers will remain on the hook for liability, they must be vigilant when delegating HR functions to party vendors to avoid consequential legal trouble, said Arthur Gaus, a partner at Kaufman Dolowich LLP. "You can't just hand off the work to them," he said. "Make sure there's open communication."