

When Good People Do Nothing, What Are the Costs?

Get Informed, Be Empowered

The recent Penn State football allegations are evidence of the importance leadership plays in setting standards of conduct. In this extreme case, the employer and its employees were expected to do both what is legally and morally correct.

Did fear of loss of job, the effect on the reputation of the school, loss of funding or sponsorship and/or, lawsuits play a role in their lack of action? Was there a perceived physical risk of being the “whistleblower?” Something must have cast a shadow over the judgment used by those involved involuntarily and who are now being held accountable for their inaction. Ironically, the very things that were trying to be avoided were the outcome and the costs are incalculable. Further, because of the delay in response, the scope of the damage is even more widespread.

As a leader of your organization, what can you do to encourage a safe work environment for both your staff as well as your clients in your workplace? First, you want to start as you intend to go on, by hiring those people who have the knowledge, skills, abilities (ksa’s) and character to share in your goals. Background investigations and reference checks are the tools used in “vetting” a potential hire. By vetting a prospective employee an employer is also creating a track record of exercising due care in hiring.

All industries should conduct in-depth research of their applicants. According to Careerbuilder.com, industries that have the highest percentages of fraudulent resumes are:

Hospitality (60%)

Transportation/Utilities (59%)

Information Technology (57%)

Industries with the highest criminal record hit ratios were:

Construction (15.4%)

Automotive (13.9%)

Retail (13.7%)

Education at (3.7%) had the lowest red-flag ratio and as witnessed in this example should be subject to vetting.

How do you get started? There are protocols to follow when conducting a background check and it is best to use a reputable firm to help your business stay in compliance, Alpine HR has partnered to offer discounted background checks to our clients. Please connect to the link under the resource center menu option links – employee background checks.

Reference checks can be done in-house or outsourced and there are different reasons for both. As an additional service offering, Amy Polefrone, our HR Senior Human Resource Professional is available to help employers navigate through the hiring process. Please contact our office to find out more.

Once a candidate has successfully completed their background checks and as the employer, you have extended a job offer and the employee has accepted the position there are steps businesses can take to develop and maintain a safe and healthy culture. Both an Open Door Policy and an Internal Compliance Procedure can be a consideration and there are ways to make them as simple and approachable as possible. Please contact, Amy Polefrone, our HR Senior Human Resource Professional to discuss.