

Understanding the Adverse Action Process

At KRESS Employment Screening, you can automate the adverse action process in order to create a more seamless hiring process.

So, what is adverse action? A denial of employment or any other decision for employment purposes that adversely affects any current or prospective employee.

The report will disclose any adverse information.

ADVERSE INFORMATION IDENTIFIED

YES



It's time to begin the adverse action process.

NO



Continue the hiring process.

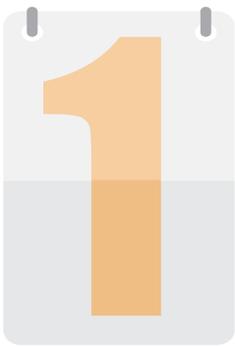
Does this information disqualify a candidate or employee?



Adverse information is anything that might influence your hiring decisions, including but not limited to arrests, convictions, and discrepancies in salary or education information.

KRESS' Adverse Action Process

Order the Adverse Action Process by contacting us, ordering online, or simply clicking the adverse action button on your completed report.



Your candidate is informed they might be rejected based on the results of a background check, and they receive the following documents:

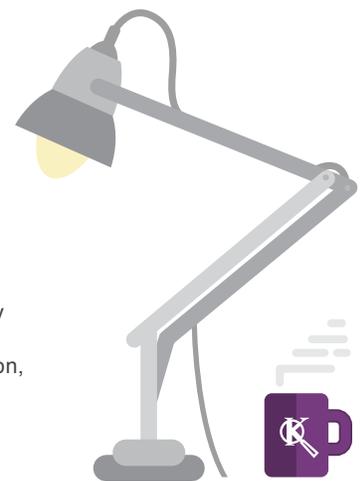
- Pre-adverse action notice
- Copy of the consumer report
- Summary of Rights under FCRA



WAIT 14 DAYS FOR A RESPONSE



The adverse action process gives the applicant the opportunity to refute any information before a hiring decision is made. KRESS waits 14 days for a response from the applicant and keeps you informed at every step.



SEND FINAL NOTIFICATION



After the applicant has an opportunity to see the background report and challenge any disqualifying information, a second notice is sent stating a final decision has been made.

This three-step process is a continued source of confusion for many employers. Let KRESS make it easy while keeping you in compliance.