

## EEOC lawsuit shows the importance of Background Checks says Selection.com President

*In a recent lawsuit by the EEOC, two defendants are being sued for using background checks by saying that their hiring processes have a disparate impact against some applicants. Selection.com founder, John Hart says that criminal background checks are an important part of protecting a business.*

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According to the [Greenville Online](#), a federal lawsuit charges a local manufacturing company's criminal background check policy disproportionately excluded blacks from working at the company's facility in Spartanburg.

The [U.S. Equal Employment Opportunity Commission](#) alleges in the complaint, filed in U.S. District Court in Spartanburg, that the company's policy has had a disparate impact on black employees and applicants, depriving them of employment opportunities with BMW and its suppliers of logistics services.

In a statement, the company said they couldn't comment on the specifics of the complaint because of the pending litigation.

But the statement said the company "believes that it has complied with the letter and spirit of the law and will defend itself against the EEOC's allegations of race discrimination."

The statement continued saying the company "is a global company with employees in more than 140 countries around the world. We have a strong culture of non-discrimination as evidenced by the company's highly diverse workforce."

The statement also said the plant in South Carolina "employs thousands of people and providing a safe work environment is one of the company's highest priorities."



“ Criminal background checks are an essential part of any hiring process ”

Meanwhile, proponents of criminal background checks for the hiring process offer a different point of view. "Criminal background checks are an essential part of any hiring process," said John Hart, owner and founder of [Selection.com](http://www.selection.com), a leading provider of criminal background checks and pre-employment drug screenings.

"We run millions of background checks a year for our clients in order to help them minimize the risk of hiring someone with a criminal background," Hart continued.

[Selection.com](http://www.selection.com) was started in 1991 in Cincinnati, Ohio. Selection.com provides a full range of employee screening background check reports including criminal background checks, employment verifications, education verifications, drug screenings, and professional license verifications.

For the original news story, visit: <http://www.greenvilleonline.com/article/20130612/BUSINESS/306120005/BMW-faces-employment-suit?gcheck=1>

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