

Recent Lawsuit Alleged Violations of Fair Credit Reporting Act

In a recently settled lawsuit against a major company, it was alleged that the company violated the Fair Credit Reporting Act. Selection.com President, James Boeddeker says Selection.com has the tools you need to keep your company compliant in this area.

(CINCINNATI, OH)

This article relates to a proposed settlement in a class action lawsuit which alleges that a well-known company violated the Fair Credit Reporting Act ("FCRA"). The Court in charge of this case is the United States District Court for the District of Maryland, Case No. 8:11-cv-01823-DKC. Case files can be found on the [U.S. Government Printing Office website](http://www.usdoj.gov/gpo). This Site makes no warranties or representations in connection therewith. This matter has now been settled. The Court granted preliminary approval of the settlement on May 13, 2013. More details, and copies of the settlement documents, may be found at www.singletonsettlement.com.

According to court documents, plaintiffs allege that the company's pre-employment "Background Investigation and Consent Form," and their alleged procurement of consumer reports on the basis of that form, violates the FCRA. Plaintiffs also allege that the company took adverse employment actions against certain individuals based on information contained in a consumer report without providing those individuals notice and a copy of such report in advance of such adverse action, also in alleged violation of the FCRA. Based on these allegations, Plaintiffs seek statutory damages. The company disputes the Plaintiffs' allegations and denies all liability to Plaintiffs and the Settlement Classes. In the lawsuit, the company denied Plaintiffs' allegations and raised a number of defenses to the claims asserted.

James Boeddeker, President of Selection.com, a leading provider of criminal background checks and pre-employment drug screenings stated, "This should serve as an important reminder to all companies, that it's important to follow all laws related to the Fair Credit Reporting Act. A release form must be signed, prior to securing a consumer report. If the report contains information that may prevent hire, notice of the applicant's rights along with pre-decision and adverse action letters, must be sent with enough time to allow for the applicant to dispute information being reported on them." He added, "Selection.com tries to make that process as easy as possible for our clients including the option to have us mail the letters for them."

Selection.com was started in 1991 in Cincinnati, Ohio. Selection.com provides a full range of pre-employment screening background check reports including criminal background checks, employment verifications, education verifications, drug screenings and professional license verifications.

For further questions or to schedule an interview, contact Carl Brown at 513-522-8764.



“ This should serve as an important reminder to all companies, that it's important to follow all laws related to the Fair Credit Reporting Act. ”