



Personnel Practices Audit: Negligent Hiring

Answer the following questions to determine whether you have minimized your susceptibility to a negligent hiring suit:

1. Do you customarily conduct a background check when you hire a worker for a “sensitive” position?
 - Yes
 - No

2. If so, do you adapt the level of the background investigation to the responsibilities of the job in question?
 - Yes
 - No

3. Do you customarily call the applicant’s former employers, who can report any violent tendencies they may have?
 - Yes
 - No

If you answered “No” to any of these questions, you could be liable to charges of negligent hiring. Train all your hiring managers accordingly and stop these practices immediately.