

Employment Screening

A HIRING MANAGER & LANDLORD TEST

Will You Pass the Test?

(Just for Fun!)

Read the 2 criminal records listed below THEN circle the correct possible answers listed below.

Criminal Record #1: 12/2016, Rape of a Child, Active Case, and Active Warrant

Criminal Record #2: 2015 Murder in the 1st Degree (of a Property Manager), Active Case, and Active Warrant

Question: YOU WOULD NEVER SEE THE ABOVE CRIMINAL RECORDS ON YOUR APPLICANTS SCREENING REPORT IF YOU USE WHICH OF THE FOLLOWING?

1. Any Instant National Criminal Database?
2. Screening Company providing only "criminal convictions"?
3. Washington State Patrol Database?
4. Orca Information, Inc. Database?

Send in your answer and if correct, you may receive a
\$10.00 Starbucks Gift Card!!!
(35 gift cards available)

NEW!

DRUG TESTING

- *National & International
- *All types
- *5 & 10 Panel, Custom
- *State of Art Software
- Saves time and \$\$\$\$

Call Casey: 360-588-1633

What Clients are Saying About Orca!

Rebekah,

I can't tell you how grateful I am! You are working so hard to help us understand Disparate Impact.

Thank You,

D.D.

Pt. Townsend

Helpful Links

SHRM

<https://www.shrm.org/pages/default.aspx>

FTC

<https://www.ftc.gov/>

EEOC

<https://www.eeoc.gov/>

RHAWA

<http://rha-ps.com/>

Orca Wisdom

"I have never let my schooling interfere with my education"

Mark Twain~

IMPROVE PRODUCTIVITY IN YOUR WORKPLACE

Implement Random Acts of Kindness

1. Hire a chocolate fountain for the day for the office.
2. Leave a welcome message on a meeting room's whiteboard when you leave.
3. Share praise with a co-worker's boss and their boss's boss.
4. Hand-write a Thank You note to someone you appreciate.
5. Take a new employee to lunch.
6. Hire a popcorn vendor for your foyer for the day.
7. Put out a bowl of fruit/jar of lollies in the kitchen.
8. Bring in breakfast or morning/afternoon tea for your team.
9. Smile!
10. Help someone before they ask.

Tenant Screening

Two Property Managers Shot During Eviction

Two property managers for Cascadian Terrace Apartments, Portland, were shot and wounded by a tenant during an eviction on December 19, 2016

Both managers, a 45-year-old man and 64-year-old woman, were treated for serious injuries and are recovering.

“Assault detectives booked 65-year-old Reynaldo Diaz Cabrera, the evicted tenant, into the jail on two counts of attempted murder:

“The suspect was taken into custody without incident. A firearm has been seized as evidence”, according to the police department release.

Alert: It is likely this murder charge would NOT be listed on a screening report processed by: Appfolio, WA State Patrol, HireRight, Any "Instant" Nat'l Criminal Database, Screening Co. providing convictions only.

Tips For Disparate Impact Compliance

1. When describing rental or Tenant Selection policy, No "blanket statements" for criminal records denying applicant from housing. Ex: "No felony convictions".
2. Use a 3rd party screening company. Allows proof of objectivity if complaint is filed.
3. Two "automatic denials" allowed - a) Manufacture, distribution of federally controlled substance and; b) Lifetime registered sex offender.
4. When applicant has criminal records focus on ones for "damage to persons or property".
5. Invite applicant (send letter) with criminal records the opportunity to explain any mitigating circumstances in a meeting called INDIVIDUAL ASSESSMENT.
6. From 3rd party screening company order more in-depth information on criminal records in question. Applicant pays for the additional criminal record information.
7. During INDIVIDUAL ASSESSMENT follow guidelines outlined by HUD
8. Final decision to rent or deny needs to be done by high level person or outside agent with NO KNOWLEDGE of applicants sex, color, sexual orientation, DOB, Address, name, etc...

DISPARATE IMPACT NEWS!

Compliance Process

Finally a “process” has been decided by authorities .

CLASS SCHEDULES:

1. Everett - Wednesday, February 15th, 11:30 - 1:00
2. Lacey - Thursday, February 16th, 12:00 - 2:00
3. Skagit County - Friday, February 17th, 11:30 - 3:30 a 3 hour Workshop!
4. Lacey/Olympia - Saturday, February 25th, 10:00 - Noon

To book a class for your office or organization, contact Rebekah at:
rebekahn@orcainfo-com.com

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