



BIB

BACKGROUND INVESTIGATION BUREAU

BACKGROUND CHECK SURVIVAL GUIDE

Surviving in the wild is all about protecting what matters. You must be aware of dangers, manage your resources and keep everyone safe from harm. To survive the background check process, you've got to do the same things.



NRPA National Recreation
and Park Association

Because everyone deserves a great park

In Partnership with NRPA to Help Protect What Matters.





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NEVER STOP EXPLORING

When venturing out on your background check process remember these key strategies:

1. High quality screens can protect you from hidden dangers.
2. Maximize your resources with inclusive pricing.
3. Thrive with a vendor that helps with compliance so you can worry less.



DID YOU KNOW?

BIB is a proud partner with The National Recreation and Parks Association (NRPA). Our partnership was created to help park and recreation agencies screen better. Dedicated to helping you protect what matters.



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THE HIDDEN DANGERS

Not all background checks are created equal and in the case of database only screens, they are dangerous and unreliable. The reality is that even the best "national" database contains records from only about 50% of U.S. Courts. The other half can only be found by searching directly at the county level.



DID YOU KNOW?

Database searches often return a large number of records when using common names, resulting in false positives, which can be a liability for organization.



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WHAT TO LOOK FOR IN A RELIABLE SCREEN?

Avoid the dangers of inadequate background screening by including all these in your criminal background checks:

Address History Trace

County Searches

Criminal Record Database

National Sex Offender Registry

Also-Know-As (AKA's)

DID YOU KNOW?

When you use BIB you gain immediate peace of mind knowing that your volunteers and employees are being well-vetted using some of the most powerful and advanced background checks available.

MAXIMIZING YOUR RESOURCES

When you have limited resources in your survival kit, the last you can afford to do is be wasteful. Cost is important, but don't let it be a barrier to better screening. There are high quality screens available for less than \$20.

Find a package price that is inclusive.

Unfortunately, many vendors may offer an enticing \$8 package for a "national" database but then start stacking up the fees when county level searches are added. Some vendors may charge as much as \$8 per county plus access fees! Suddenly that \$8 package has ballooned to nearly \$40! With one inclusive fee per screen, you have a clear idea of how to budget with no surprises.

Don't pay for extras that should be free!

Is your vendor trying to charge for extending data entry to applicants? This type of functionality should be included at no cost. If your vendor continues to nickel and dime you for every new feature, you may want to make a run for it.

Sign-up or annual fees are not standard.

A reputable vendor won't charge you fees just for being a customer. That's not fair to you; it's just profitable for them.

DID YOU KNOW?

NRPA Members receive exclusive pricing on BIB's Secure Volunteer background screenings!



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THRIVING IN THE ELEMENTS

Compliance doesn't have to be scary or complicated. Even when the winds of change threaten, the right partner can help you survive and thrive with little work on your part.

As an employer, when you receive a background check report from a third-party, you have certain legal requirements to fulfill. How can your provider help with compliance?

Most vendors can facilitate the legal notifications when an applicant is declined. They can also handle any disputes with applicants. Simplifying this step can keep you safe from the hazards of compliance and ease the burden of screening.



DID YOU KNOW?

BIB is a founding member of the Professional Background Screening Association (PBSA) and is PBSA accredited. We have been helping park and recreation agencies manage their compliance needs since 1995.



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KEEPING YOUR COMMUNITY SCREENED & SAFE

Ultimately, your objective is to keep kids, coaches, volunteers and staff safe! Background checks are valuable in helping you do this. But that doesn't mean it has to be a lot of work for you. Partnering with the right provider gives you a clear path to not only survive but thrive.

Learn more about how partnering with Background Investigation Bureau is the right choice for you at: www.BIB.com or call us **877-439-3900**.

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