



# Guide for Employees Regarding Criminal Background Checks

Criminal background checks are an essential part of the pre-employment selection. To deliver a safe working environment to their employees, it is essential for organizations to arrange criminal background checks on their influential candidates.

Most of the famous organizations arrange the services of a professional background testing partner to manage the checks as per their need. For smaller institution, if they are arranging the criminal background checks by themselves, it is vital for them to examine the details so that they do not recruit someone who is not capable for the organization.

If you want details about India, in specific, such verification takes place through an-all complex searches of the court records. Have detailed information over the various sources from these courts:

1. District Civil Courts & Tribunals
2. District Court
3. High Courts
4. Magistrate Court
5. State Court
6. Supreme Court

## **Objective of criminal background checks**

Detailed criminal record checks are the main method to selecting a workplace that is safe from any criminal action. It gives a guarantee to the organization that they are appointing individuals who holds a clean past. This includes searching temporary databases for example civil litigation database, regulatory compliance data and criminal database that includes of the candidate's name.

Always consider that you are handling out legitimate database searches while handling an extensive criminal background examine on a potential candidate. Examine both Indian and international databases to examine any group of the candidate with arranged crime or any known allotted in any litigation.

How do government agencies arrange criminal background check?

The government agencies handle database from the State and Supreme Court public records and district magistrate. Maximum of the private and public agencies also examine information pertaining to litigation. They contact with the National Crime Research Bureau and CBI to

examine the candidate name in the list of the most wanted paper. Also, find out the database of the RBI, Central Vigilance Committees list and SEBI.

Which Indian Acts allow this checking?

However, the Indian constitution does not have a particular law for conducting this type of verification. But the screening centre or authority followed by the Indian Contract Act, Information Also, mark that the breaching of a few Acts, can land you in major problem.

What happens if you are unable to pass in Criminal background checks?

The Indian government cancels recruitment of such candidates after the truth is revealed that the person has spent 48 hours behind bars. The agency would regard those offences deeply. Later on, the topic goes under consideration and the action of the agency would show what its response is. It could cause deep problem in your life on the profile.

[Criminal background check](#) is not banned to a specific city or region it is necessary in most of the countries. Although in India criminal background check is not that common, it is a vital check and should be important portion of the overall background check method .iCredernity will serve you with skill and experience on this topic with utmost dedication.

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