



CoreLogic[®]

County Crim Check

Remaining Compliant with EEOC

The Need

- A fair and consistent decision-making tool that helps background screeners remain compliant with EEOC guidelines
 - Quick turnaround times
 - FCRA-reportable data
 - Complete and accurate information

In the Past

- Completing a County Crim used to be a slow and error-prone process.
 - Send researcher to the courthouse
 - Stand in line
 - Search the microfiche
 - Search on an internet kiosk
 - Have the researcher request the information, type it up and fax it to the credit reporting agency (CRA)

Today

- Technology has helped speed up the process in many states
 - Automated complete searches
 - Automated “hit / no hit” reports
- Manual searches are still necessary in some instances.

EEOC Guidelines

- In order to comply with EEOC guidelines:
 - A consistent decision-making tool should be in place
 - Everyone must be treated fairly
 - No blanket decisions
 - Only relevant information should be included
 - Matrix tools are helpful
 - Use a normalized format
 - Example: Virginia traffic

FCRA Filters

- Knowing what you can legally report is critical
- It's important to know the difference between the Federal laws and the applicable laws in your state
 - Where does the applicant live?
 - Where does the applicant work?
 - Have the state laws changed?

Quality

- When evaluating the quality of a County Crim, look for:
 - Completeness of data
 - All data available is delivered
 - Format is easy to read
 - A minimum of two indicators are used
 - Accuracy
 - No typos
 - Correct information is reported (spot check to verify)
 - FCRA-compliant

Summary

- County Crims from CoreLogic® Background Data
 - Quick turnaround times
 - Accurate
 - Standardized format
 - Returns only what is permitted for the FCRA
 - CrimSafe matrix available
 - Complies with EEOC guidelines

CoreLogic Background Data

- Contact
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