

As a leader in the background screening industry, GIS has built compliance into all of our departments, programs and processes. Our dedicated Compliance department works closely with our Legal, Operations and Client Relations departments to ensure that we are providing the compliance resources and compliant services that our clients need.



COMPLIANCE

## The GIS Difference:

- **Compliance Services.** GIS offers a variety of services to help ensure that you are abiding by applicable laws and guidances, including adverse action requirements, individualized assessment guidances, and authorization and disclosure laws.
- **Compliant Processes.** All of GIS' services abide by applicable laws. Any hits found via our national criminal database are verified at the source. Adverse Action letters go out no earlier than 5 days after the Pre-Adverse Action letter. All hits are double checked to abide by laws and your guidelines.
- **Compliant Platforms.** Our system doesn't allow users to deny individuals until at least 5 days after their pre-adverse action notice has been sent, as per the FCRA. It builds authorization and disclosure into the process, ensuring that applicants sign the necessary forms in the correct order.
- **Compliance Resources.** GIS offers our extensive compliance hub, which features:
  - Compliance Resources page, which offers overviews of various laws and sample compliance documents (accessible via [www.geninfo.com/docs/compliance-resources.asp](http://www.geninfo.com/docs/compliance-resources.asp)),
  - Compliance Updates archive, which houses each compliance alert we have sent to our clients since 2009 (accessible via [www.geninfo.com/newsletter/compliance/compliance-updates.asp](http://www.geninfo.com/newsletter/compliance/compliance-updates.asp)), and
  - Background Screening Regulations, which helps you learn and understand regulations that are specific to certain positions and certain states (accessible via <https://backgroundscreeningregulations.com/>).