

Speaker, Author, and Background Check Expert Lester Rosen Reveals Legal Risks of Using Social Networking Sites for Employee Screening

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August 31, 2010, Novato, CA — Employment Screening Resources (ESR), a premier provider of background checks and drug testing based in the San Francisco area, will present an online webinar – “Legal Risks of Social Network Sites and Employee Screening” – with the Northern California HR Association (NCHRA) featuring ESR president and screening expert, Lester Rosen. The online webinar will be held on Friday, September 10, 2010 from 11:00am to 12:30pm Pacific Time and is free for NCHRA members and \$49 for non-members, with rates covering an unlimited number of staff at office locations. To register for the online webinar – which is worth 1.5 Continuing Professional Education (CPE) credits – visit www.nchra.org/scriptcontent/custom/e-index.cfm?PAGE=WB100...

“Employers and recruiters have discovered a treasure trove of information on potential job applicants in social networking sites such as MySpace, Facebook, LinkedIn, Twitter, and other online sources,” says Rosen, the author of ‘The Safe Hiring Manual – The Complete Guide to Keeping Criminals, Imposters, and Terrorists Out of Your Workplace,’ the first comprehensive book on employment screening. “However, the use of these sites can present legal risks, including privacy and discrimination issues.”

The NCHRA, the second largest HR Association in the country, serves an HR community of more than 20,000 and has been advancing organizations through human resources since 1960. Through case studies and viewing Internet sites, webinar participants will see how social networking sites work and recognize the potential legal landmines and practical risks involved. At the conclusion of the webinar “Legal Risks of Social Network Sites and Employee Screening” – which is open to all levels of experience – participants will leave being able to:

- Explain why and how employers, HR and recruiters use the Internet to screen candidates;
- Identify the risks involved if everything on the Web is not fair game;
- Apply discrimination laws and rules to off-duty conduct; and
- Uncover best practices for employers, recruiters, job applicants, and college placement offices.

Speaker Rosen is an attorney at law and a frequent presenter nationwide on pre-employment screening and safe hiring issues. He was the chairperson of the steering committee that founded the National Association of Professional Background Screeners (NAPBS) and served as the first co-chairman.

About Employment Screening Solutions (ESR):

Founded in 1996 in the San Francisco area, Employment Screening Resources (ESR) is a leading provider of background checks and drug testing and is dedicated to promoting a safe workplace for both employers and employees. In 2003, ESR was rated the top U.S. employment screening firm in the first independent study of the industry. In 2007, ESR founder Lester Rosen literally wrote the book on employment screening with “The Safe Hiring Manual, The Complete Guide to Keeping Criminals, Imposters, and Terrorists Out of Your Workplace.” Rosen also wrote “The Safe Hiring Audit” and is a frequent speaker and presenter on employment screening issues. More recently, ESR produced a 30-hour online course for Safe Hiring Certification Training and has expanded to provide international screening and applicant generated reports (AGR). To learn more about Employment Screening Resources (ESR), please visit www.ESRcheck.com or contact Jared Callahan at 415.898.0044 or jcallahan@ESRcheck.com.

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