



Accurate data. Meaningful relationships.

27 February 2020
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Welcome to our February newsletter



 [Forward to a colleague](#)

Hello,

2020 has already been a whirlwind year for Verifile, and the background screening sector as a whole, and we're only in February.

Below you'll see some interesting stats from the last 12 months that we've

analysed, we found [60% of the CVs we looked at had major discrepancies](#), showing how robust and precise our background screening methods are.

Plus we've pulled out the latest sector news and legislation changes that we feel are the most important to you, including:

- [ICO propose Code of Practice for the protection of children online](#)
- [BREXIT: EU Settlement Scheme](#)
- [Boost for UK science with unlimited visa offer to world's brightest and best](#)
- ['A major, major initiative': California wants to create its own Consumer Financial Protection Bureau](#)
- [Updated U.S. Employment Eligibility Verification Form](#)

Enjoy.





VERIFILE NEWS



Verifile finds 60% of job applicants have lied on their CV

In 2019 we found over half of all CVs checked by us contained inaccuracies. These were where job applicants claimed to have worked, qualifications they had been awarded and professional memberships and licences they had...

[Read more](#)

Top stories and legislation updates

United Kingdom



ICO propose Code of Practice for the protection of children online

The code is not a new law, but it sets standards and explains how the General Data Protection Regulation applies in the context of children using digital services.

It follows a thorough consultation process that included speaking with parents, children, schools, children's campaign groups, developers, tech and gaming companies and online service providers.

[Read more](#)

BREXIT: EU Settlement Scheme

According to the Home Office, there have been more than three million applications to the [EU Settlement Scheme](#), which allows staff originating from the EU to work legally in the UK after June 2021.

The employer communications toolkit will help communicate with employees, including a template email, posters and a guide on how to apply.

[Read more](#)



Boost for UK science with unlimited visa offer to world's brightest and best

A new, fast-track visa scheme to attract the world's top scientists, researchers and mathematicians opened on 20 February.

[Read more](#)



AccessNI: Newsletter 32

Our Business Improvement team have handpicked the top stories from this month's AccessNI newsletter.

[Read more](#)

USA



Updated U.S. Employment Eligibility Verification Form

The U.S. Citizenship and Immigration Services (USCIS) released on January 31, 2020, a new version of Form I-9, Employment Eligibility Verification.

[Read more](#)



'A major, major initiative': California wants to create its own Consumer Financial Protection Bureau

Frustrated with federal inaction, California aims to build a “mini” version of a federal agency that is tasked with consumer protection.

[Read more](#)

SECTOR NEWS

UK NEWS



"Politicians must face same background checks as anyone who works with children"

Loophole for elected officials must be closed to keep kids safe from exploitation, says Alex Cole-Hamilton MSP.

[Read more](#)

Illegal teeth-whitening courses put public at risk

An undercover investigation exposed one beauty school claiming to have trained 'thousands' of candidates, providing them with fake qualifications.

[Read more](#)

Care firm's leadership criticised by Care Quality Commission

Concerns have been raised by inspectors about the leadership at a firm at the centre of a BBC expose over allegations of abuse at a mental health hospital. The Panorama investigation - aired in May 2019 - was based on undercover filming at County Durham's learning disabilities unit Whorlton Hall.

[Read more](#)

UK to diverge from EU data protection rules, Johnson confirms

The United Kingdom will seek to diverge from EU data protection rules and establish their own 'sovereign' controls in the field, the UK Prime Minister Boris Johnson has said. His comments came despite the EU affirming that the UK should "fully respect EU data protection rules."

[Read more](#)

UK business exposure to the California Consumer Privacy Act 2018 ("CCPA")

The CCPA took effect on 1 January 2020, introducing significant compliance burdens for most businesses that collect personal information about California residents.

[Read more](#)

Hiring confidence beginning to increase, survey suggests

REC says greater clarity about the future means businesses are less likely to 'sit on their hands' when making decisions in 2020.

[Read more](#)

Criminal record checks system still broken, say campaigners

Legal rights campaign groups have described as a “disgrace” the government’s delay in reforming the criminal record checks system.

[Read more](#)

'A dreadful failure' - Call to discipline council staff behind kids transport criminal records check scandal

Failures surrounding criminal record checks in Birmingham - including fears a convicted sex offender had been working as a school transport worker - have led to demands for those responsible to be disciplined.

[Read more](#)

Unregistered Jewish faith academies ‘put on notice’ over child safety

So-called ‘unregistered educational settings’ in Hackney, the vast majority of which are Jewish faith academies or yeshivas, have been “put on notice” by safeguarding bosses over child safety.

[Read more](#)

USA NEWS



Reasons why you should perform background checks on all new hires

A study at U.C. Berkeley has found that hiring a new employee can cost as much as \$4K, without counting salary. That figure rises to \$7K for employees at the level of management or specialized professionals.

[Read more](#)

The Body Shop will start hiring the first person who applies for any retail job

The Body Shop will become the first large retailer to embrace a different approach, called “open hiring.” When there’s an opening, nearly anyone who applies and meets the most basic requirements will be able to get a job, on a first-come, first-served basis.

[Read more](#)

House Passes Bill restricting employer credit checks

On 29 January 2020, the House of Representatives passed the Comprehensive Credit Act of 2020, which would change federal laws pertaining to consumer reporting agencies and credit checks in a number of ways.

[Read more](#)

Oakland, California, bans criminal background checks on renters

On Feb. 4, Oakland's City Council passed a new ordinance designed as a remedy, prohibiting public and private landlords from inquiring about potential tenants' criminal histories.

[Read more](#)

New England “ban-the-box” trend: Navigating criminal history checks in the hiring process

Many states and localities have been adopting “ban-the-box,” prohibiting employers (including private employers) from asking applicants to disclose information concerning their criminal histories prior to an initial interview or a conditional offer of employment.

[Read more](#)

Legislative leaders open to extending 'ban the box' to state boards and commissions

Leaders in the Minnesota House and Senate said Wednesday they are open to changing a state law that asks applicants to jobs on state boards and commissions whether they are a felon.

[Read more](#)

A world without privacy will revive the masquerade

As the growing scale of facial recognition shows, more data can always be extracted.

[Read more](#)

Federal "Ban-the-Box" Law: The Fair Chance Act to limit criminal background inquiries by federal contractors

On December 17, 2019, the Senate passed the National Defense Authorization Act (NDAA) for Fiscal Year 2020, which was subsequently signed by the President.

[Read more](#)

Legislative leaders open to extending 'ban the box' to state boards and commissions

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[Read more](#)

New, stricter rules could see child-care centres lose licences over missing background checks

P.E.I.'s Department of Education will roll out a new, more stringent regime for licensing and inspecting child-care centres on April 1.

[Read more](#)

New amendment to the PA background check requirements for employees who have contact with children

Effective December 31, 2019, Pennsylvania amended section 6344(m) of the Child Protective Services Law (CPSL), which pertains to background checks for employees who have contact with children.

[Read more](#)

Grand Rapids, Michigan enacts sweeping “human rights” ordinance with restrictions on employment and tenant screening

Grand Rapids, Michigan recently amended its “Human Rights” Ordinance, effective December 1, 2019, which includes numerous considerations for employers, consumer reporting agencies (“CRAs”), landlords or property managers, and places of public accommodation.

[Read more](#)

Florida mayors urge legislature to pass universal background checks

Tampa Mayor Jane Castor, Miami-Dade County Mayor Carlos Gimenez and 15 other Florida mayors wrote to a Republican senator Thursday encouraging him to pass universal background checks for gun purchases.

[Read more](#)

Rep. Chris May’s legislation requiring extended background checks on all childcare employees moves forward

The Indiana House of Representatives voted in favor of State Rep. Chris May’s (R-Bedford) legislation that would require national criminal history background checks of all employees and volunteers at childcare facilities.

[Read more](#)

The Supreme Court could upend consumer financial protection as we know it

A case before the Supreme Court has the power to dramatically reshape how the U.S. government polices financial fraud and other misdeeds against

consumers — which many experts fear would weaken existing protections and expose the public to more harm.

[Read more](#)

Columbus may require background checks for short term rental hosts

Columbus City Council takes up a measure Monday night that would require background checks for all residents renting out their place on platforms like AirBnB.

[Read more](#)

Waterloo council will not rescind 'ban the box' ordinance

The Waterloo City council will not move forward with a proposal to rescind the ban the box ordinance. City Councilwoman Margaret Klein proposed a motion to reconsider at last night's meeting, but no one on the council seconded the motion.

[Read more](#)

Facebook pays \$550m settlement for breaking Illinois data protection law

Facebook has settled a lawsuit over facial recognition technology, agreeing to pay \$550m (£419m) over accusations it had broken an Illinois state law regulating the use of biometric details.

[Read more](#)

Oakland set to ban criminal background checks for renters

The city of Oakland, California could become the first in the state to ban landlords from denying potential renters based on their criminal records.

[Read more](#)

Dating apps need to start doing background checks on users to help stop sexual assaults

Last week, Tinder announced that it was adding some new safety features to its app, including a panic button to call for help and a photo-verification tool. Match,

which owns Tinder, plans to unveil the features on its other dating services later this year.

[Read more](#)

Ban the Box: Opening the door to college for felons

One way the higher education landscape has evolved in recent years can be seen in the "ban the box" movement – also dubbed "beyond the box" by some proponents. In short, the movement encourages colleges and employers to not ask about criminal history on an application for admission or a job.

[Read more](#)

‘Ban the Box’ doesn’t cut recidivism for minorities: study

Efforts to remove questions about previous convictions from employment applications have little effect on recidivism, a new study finds.

[Read more](#)

News from around the world



[Africa](#)
[Canada](#)
[Middle East](#)

[APAC Region](#)
[Europe](#)
[South America](#)

Africa



South Africa

Lying about your qualifications can cost you more than a job

A university degree is a valuable commodity to have when entering the job market, particularly if the economy is sluggish and fewer companies are hiring new employees. Unfortunately, when competition is tough and livelihoods are at stake, many will do anything for employment and a salary to make ends meet.

[Read more](#)

APAC



Reflecting on APAC data protection and cyber-security highlights for 2019 (and what lies ahead)

2019 saw continued growth and change in data protection and cyber-security across the Asia-Pacific region. Following the implementation of the GDPR in May 2018, many jurisdictions moved to review and strengthen existing data privacy and cyber-security laws.

[Read more](#)

Australia

Regulator charges 'anti-ageing specialist' with being a fake doctor

A Melbourne cosmetic beauty operator has been accused of masquerading as a doctor and 'specialist haematologist' while carrying out risky procedures including fillers, face lifts and breast elevations.

[Read more](#)

India

Key global takeaways from India's revised personal data protection bill

The Indian government finally introduced its Personal Data Protection Bill in Parliament on 11 Dec 2019. Rather than pushing to immediately pass this bill, India's minister of information technology, Ravi Shankar Prasad, referred it for scrutiny to a joint parliamentary committee.

[Read more](#)

ABVP and Congress question govt on fake degree scam

With the University Grants Commission (UGC) accusing two private universities of the hill state of selling degrees for the last few years, opposition Congress and ABVP are staging protests.

[Read more](#)

India's data protection bill threatens global cyber-security

The proposed ban on re-identification discourages researchers from investigating security weaknesses and encourages criminals to exploit them.

[Read more](#)

University instructed to decide in the case of 3517 people who have become teachers on fake degrees

Allahabad High Court has directed Agra University to take a decision in 10 days in the case of 3517 candidates for fake degree and assistant teacher jobs on mark sheet.

[Read more](#)

A complete guide to the Personal Data Protection Bill, 2019

MediaNama has prepared a guide to the Personal Data Protection Bill, 2019, that gives you an overview of the Bill, its history, concerns, and what people think about it.

[Read more](#)

Privacy in India - wheels in motion for an epic 2020

The PDP Bill is an omnibus, cross-sector privacy law, with similarities to the E.U. General Data Protection Regulation (GDPR) and the California Consumer Privacy Act. It is a substantially revised version of the draft Personal Data Protection Bill, 2018, that was proposed in July 2018.

[Read more](#)

Indonesia

Indonesian Parliament reviews online data protection bill

The government of Indonesia is considering introducing a data protection bill to safeguard consumer data, as it addresses rules on data ownership, consumer rights and cross-border data transfer.

[Read more](#)

Pakistan

Fake degree holders not eligible for govt jobs, rules SC

The top court has ruled that people holding fake degrees are not eligible for government jobs, let alone promotion, and if the matriculation degree is bogus, all subsequent degrees are also rendered forged.

[Read more](#)

UoS fake degree, illegal recruitment cases referred to FIA

Khyber-Pakhtunkhwa (K-P) Governor Shah Farman on Tuesday directed to refer a case of fake degrees and other irregularities during recruitment at the University of Swabi (UoS) to the Federal Investigation Agency (FIA) for a probe.

[Read more](#)

It sells degrees... we don't recognise Al-Khair University, says CJP

Chief Justice Gulzar Ahmed Thursday remarked that “we don't recognise Al-Khair University and its degrees as it sells them”.

[Read more](#)

PIA finds 466 fake degree holders working at airline

The Pakistan International Airlines (PIA) has identified 466 employees with fake degrees and educational certificates working at the airline since the last five years.

[Read more](#)

Canada



Criminal record checks now mandatory for name changes in Saskatchewan

The Saskatchewan government will now require a criminal record check for someone to change their name. The government began moving to the change in January and announced the new requirements on Tuesday. It follows documented cases of sex offenders changing their names in the province.

[Read more](#)

Understanding the differences between GDPR, CCPA, and PIPEDA – a guide for Canadian businesses

Gone are days of unregulated and untethered data gathering. With the rolling out of the California Consumer Privacy Act, Canadian businesses are now finding themselves navigating a sea awash with a patchwork of extraterritorial legislation.

[Read more](#)

What businesses need to know about their legal obligations when outsourcing data processing to third-party service providers

Did you know that Canadian businesses have legal obligations under Canada's federal privacy law, the Personal Information Protection and Electronic Documents Act ("PIPEDA"), when they engage third parties to process personal data?

[Read more](#)

Bad transport vehicle driver background checks putting lives at risk

OPSEU President Warren (Smokey) Thomas is demanding more be done to protect Ministry of Transportation of Ontario (MTO) enforcement officers as they prepare to approach pulled over drivers.

[Read more](#)

Europe



Brexit and GDPR

Brexit has finally been 'done' but what can we data protection lawyers look forward to? Can we bin the EU General Data Protection Regulation (GDPR) along with our red EU passports?

[Read more](#)

Data and privacy will be Brexit battlegrounds

The impact of Brexit on GDPR and the obligations of member states.

[Read more](#)

\$126m and counting ,companies should expect larger, more frequent GDPR fines

A new report warns that data protection regulators across Europe "have been staffing up their enforcement teams and getting to grips with the new regime," which means it's more important than ever for companies to be GDPR-compliant.

[Read more](#)

What the Brexit Withdrawal Agreement Bill means for data protection and the GDPR

Boris Johnson's Withdrawal Agreement Bill (WAB) largely leaves existing data protection regulation in place, but changes are still possible.

[Read more](#)

DLA Piper GDPR Data Breach Survey 2020

Over 160,000 data breach notifications have been reported across the 28 European Union Member States plus Norway, Iceland and Liechtenstein since the GDPR came into force on 25 May 2018

[Read more](#)

160,000 data breaches reported under GDPR

Over 22,000 personal data breaches have been reported in the UK under the General Data Protection Regulation (GDPR) to date, with 160,000 reports across Europe as a whole.

[Read more](#)

Will US privacy-lite hollow out GDPR?

Some say that GDPR is currently the most developed data protection law in the world, but the United States (US) has opted for a very different approach.

[Read more](#)

France

What does a recruiter want to know when verifying your references?

A recruiter asks you for the contact details of former professional contacts to question them on your account? Do not panic. The goal is not to trap you but to better identify yourself to avoid the casting error.

[Read more](#)

Holland

Requesting and providing references – a risky business

On 13 December 2019, the Dutch Supreme Court provided clarity on the issue of giving references for ex-employees. Even after the employment relationship has ended, the employer and employee must act in accordance with the principle of being a good employer and a good employee.

[Read more](#)

Ireland

Google under investigation by Ireland’s data protection authority over location tracking

Ireland’s data protection authority has announced a new probe into Google’s handling of location data, specifically the “the legality of Google’s processing of location data and the transparency surrounding that processing.”

[Read more](#)

Spain

The CNIL releases draft practical guidance on cookies consent

The CNIL has published draft recommendations on how to obtain consent when placing cookies. This is following the publication of its revised “Guidelines on the implementation of cookies or similar tracking technologies” which was published in July 2019

[Read more](#)

Middle East



Bahrain

Bahrain law on personal data protection: technology developments in the kingdom

The Kingdom of Bahrain enacted the Law Number 30 of 2018 i.e. the Personal Data Protection Law (the PDPL). Bahrain, under the PDPL, shall establish a

Personal Data Protection Authority that would enforce this law and oversee the implementation and issues cropping out of it.

[Read more](#)

Oman

Oman blacklists fake universities

The Ministry of Higher Education in Oman has blacklisted 15 overseas universities, warning students who join them that their qualifications will not be accredited.

[Read more](#)

UAE

Two expats on trial for bribing UAE ministry employee

Two expats went on trial at the Dubai Court of First Instance for allegedly offering Dh15,000 worth of a bribe to an employee at the UAE Ministry of Education.

[Read more](#)



South America

Brazil

Brazil's Data Protection Law: HR's Perspective

With less than a year remaining before Brazil's General Data Protection Law

(referred to as the LGPD) takes effect, HR professionals should start preparing.

[Read more](#)

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