

Verifile International Newsletter

19 December 2019 / Issue #41

+44 (0) 1234 339 350
www.verifile.co.uk / service@verifile.co.uk



Hello

Welcome to the December 2019 edition of our newsletter.

Below you'll find important news and updates from Verifile and the worldwide background screening sector.

First of all, however, may we take this opportunity to wish you and your loved ones a very Merry Christmas and a happy and prosperous new year.



Verifile wins SME National Business Award



Verifile has been named 'Best Enterprising Business' at this year's SME National Business Awards.

The SME National Business Awards are designed to recognise businesses who stand out as exceptional in their field.

More specifically, the 'Best Enterprising Business' award highlights the business that is a 'mover and shaker' in their sector, leads in their market, shows outstanding initiative and is not just doing the same old things.

[Read more about the award at our blog](#)

We're still here over Christmas

We wanted to let you know that Verifile's teams will still be here to help with all your Background Screening needs over the Christmas season.

Barring the bank holidays our teams will be contactable via our normal channels and during business hours. There will be a reduced number of staff so please do bear with us if we experience high demand.

Our opening times are as follows:

- **23 December:** Normal opening hours 8.30am - 5.30pm
- **24 December:** Office closed from 1:30pm
- **25 December:** Office closed
- **26 December:** Office closed
- **27 December:** Normal opening hours 8.30am - 5.30pm
- **28 December:** Office closed
- **29 December:** Office closed
- **30 December:** Normal opening hours 8.30am - 5.30pm
- **31 December:** Normal opening hours 8.30am - 5.30pm
- **01 January:** Office closed
- **02 January:** Normal opening hours resume

To contact Verifile over the Christmas period, please use our usual phone numbers and emails:

- **General Enquiries:** Call: +44 (0) 1234 339 339 email: info@verifile.co.uk
 - **Client Services:** Call: +44 (0) 1234 339 350 email: service@verifile.co.uk
 - **Candidate Team:** Call: +44 (0) 1234 339 300 email: service@verifile.co.uk
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Verifile staff smash fundraising target



Did you know that this year the team here at Verifile have raised almost £2000 for charity?

As our charity of the year, [Cancer Research UK](#) will get the biggest share of the fundraising pot. [BBC's Children in Need](#) and [Save The Children](#) will share the rest.

[You can read more about where this money will be going and see photos of the fundraising at our blog.](#)

Updates coming in January 2020

We'll hit the ground running in January 2020 with some important updates to some of the checks we provide.

The big update will revolve around our [passport verification checks](#).

This upgrade will bring you:

- Faster results for faster turnaround times
- The same informative report but clearer and more detailed
- Top tips for uploading the perfect passport image
- API improvements

Another service evolving in the new year will be our [social media checks](#). These improved checks will bring significant extra benefits to you, including:

- **Full digital footprint search:** a full online search will be carried out to find multiple social media accounts used by the candidate, including those used under aliases
- **International searches:** translations into English from any language
- **Positive posts:** now you can see any voluntary and/or charity activities a candidate is involved with that may align with your values

And the best bit about this enhancement, it won't cost any extra.

In addition to these, we will also be making some additions and changes to some of our checks. These will affect financial, criminal and directorship checks in Russia, Colombia, Netherlands, Kenya, Northern Marina Islands and Japan.

More details about these updates will be issued in January, with full guidance, so you have a chance to see the benefits they'll bring before their implementation.

Legislation updates

GDPR SPECIAL: The impact of the GDPR outside the EU

The General Data Protection Regulation (GDPR) celebrated its first anniversary on 25 May 2019. The first wave of decisions and fines has now been issued by a number of EU Data Protection Authorities and it is interesting to examine the effects of the GDPR outside the EU.

The GDPR aims to protect personal data of individuals in the EU, however, the impact of the GDPR goes far beyond the EU. In particular, if processing of personal data by a non-EU controller or processor is carried out in the context of the activities of an establishment of the controller or processor in the EU the GDPR will apply.

This is also the case in certain cases where personal data of data subjects located in the EU is processed by a controller or processor that is not established in the EU.

Global HR Lawyers [Lus Laboris](#), have prepared special reports about the impact of GDPR for several countries, including:

- | | | |
|-------------|--------------|------------------------|
| • Argentina | • Jordan | • Qatar |
| • Bahrain | • Kazakhstan | • Russia |
| • Brazil | • Kuwait | • Saudi Arabia |
| • China | • Mexico | • Singapore |
| • Egypt | • Norway | • Ukraine |
| • Hong Kong | • Oman | • United Arab Emirates |
| • Iraq | • Panama | • United States |
| • Israel | • Peru | • United Kingdom |

You can read more about the impact of the GDPR outside the EU at the [Lus Laboris website](#).

SRA issues guidance on identifying clients

The Solicitor's Regulation Authority (SRA) has issued guidance for solicitors, registered foreign lawyers, registered European lawyers, SRA authorised firms and their employees on identifying clients as required by their Code of Conduct and Money Laundering Regulations 2017.

[Read more](#)

Worldwide News

Africa



Ghana

Why have Ghanaians become easy prey to scams in recent times?

While some are falling prey to money-makers, others are becoming victims of fake universities offering ridiculous honorary titles including professorships.

[Read more](#)

Kenya

The Implications of the New Data Protection Act

The purpose of the Act is to among other things, regulate the collection and processing of data in Kenya.

[Read more](#)

Kenya passes data protection law

Kenyan President Uhuru Kenyatta has approved a data protection law which complies with European Union legal standards as it looks to bolster investment in its information technology sector.

[Read more](#)

Nigeria

NUC exposes 100 fake university professors in Nigeria

Around 100 fake professors have been unearthed by the National Universities Commission in Nigeria, according to the Executive Secretary of the commission, Prof Abubakar Rasheed.

[Read more](#)

Intrigues as NECO dismisses 70 staff over certificate forgery

Staff possessed certificates but refused to present the original copies. Others were employed as graduates but had certificates with dates several years after their employment.

[Read more](#)

200-level student arrested for participating in NYSC

A 200-level student has been arrested for allegedly obtaining a fake degree certificate and for participating in the National Youth Service Corps (NYSC), orientation exercise in Zamfara.

[Read more](#)

Nigeria launches first sex offender register

Campaigners have hailed the launch of Nigeria's first sex offender register as a vital step towards tackling reported cases of sexual abuse, which are rising across the country.

[Read more](#)

South Africa

Police to prioritise background checks on new hires

A police officer who allegedly shot and killed a young Inanda man, previously served a five-year sentence for assault. Zwakele Hlongwa died, reportedly after getting into an argument with the officer over a torch.

[Read more](#)

Taxi association "bans" e-hailing services in Khayelitsha

Members of the CODETA taxi association met with police and people in the e-hailing industry to notify them that they would only be allowed to drop off passengers in Khayelitsha for three more days and that no more pickups would be permitted.

[Read more](#)

Police hunt for bogus student doctor 'with a stethoscope and fake papers'

A 24-year-old man hoodwinked Mamelodi Hospital into accepting him to work as a student doctor while he did not have qualifications.

[Read more](#)

Tackle procurement fraud with vetting

Procurement fraud is a leading commercial risk and organisations must implement every possible preventative measure to ensure it does not impact the business.

[Read more](#)

Uganda

Kyotera vets workers over fake papers

Kyotera District Local Government authorities have embarked on vetting workers' academic documents to weed out those who continue to draw government salaries using forged academic documents.

[Read more](#)

Zambia

The 'qualifications passport' scheme breaking down barriers for migrants

Having their skills recognised is one of the main obstacles to employment faced by refugees in developed countries

[Read more](#)

APAC



Australia

Former SA public servant Veronica Theriault jailed for lying on CV to get job

A former top Adelaide bureaucrat who lied on her curriculum vitae (CV) to secure her lucrative SA Government position has been jailed for at least 12 months.

[.Read more](#)

Universities forced to take action over China ties

Australia's education minister has told universities he has ways of compelling them to take action on foreign interference, reinforcing comments he made earlier this week that he had "blunt instruments" to use if they didn't, including extra background screening.

[Read more](#)

Australian companies are shovelling data into the cloud - but not necessarily protecting it

Organisations are more committed than ever to protecting and controlling the sensitive information they put into cloud environments, according to new figures that suggest many organisations still think cloud security is someone else's problem - and haven't figured out how to make good on that commitment.

[Read more](#)

China

Analysis on fake resumes and employer' s legal termination

Numerous legal cases have proven that it is the court' s discretion to decide whether an employer is required to fulfil the duty of care in the event of a fake resume. Therefore, employers should carefully examine an applicant' s resume before hiring.

[Read more](#)

Where are we now with data protection law in china?

Until recently, China's data privacy framework was splintered across rules found in various laws, measures and sector-specific regulations. The Cyber Security Law, which went into effect on June 2017, is a framework for comprehensive regulation of the privacy of electronically stored data.

[Read more](#)

India

Explained: How Data Protection Bill compares with its EU counterpart

The Personal Data Protection Bill, 2019, introduced in Lok Sabha this week, has been referred to a joint select committee. It has significant parallels to the European Union's General Data Protection Regulation.

[Read more](#)

Bengaluru police bust fake degree, marksheet scam; one arrested

According to the police, the accused would cheat students by conducting fake examinations at his institute for the forged certificates. He would provide 'degrees' from around 20 open universities in India.

[Read more](#)

Ahmedabad man secures job using fake degree, bank files complaint

A nationalised bank through its HR manager on Saturday filed a complaint with Madhavpura police alleging that a 29-year-old man from Motera has obtained a job of junior associate in the bank after submitting a forged degree from a university in Rajasthan.

[Read more](#)

India's cabinet clears data protection bill for tabling in parliament

The cabinet of Indian Prime Minister Narendra Modi has approved a data protection bill on for tabling in parliament, taking the country a step closer to framing a privacy law.

[Read more](#)

Running universities with bureaucrats, a bad idea

Government control has also come in the wake of the rapid expansion of higher education in the country. Huge student enrolment, large financial implications, growing

business interests and entry of several dubious operators running fake universities and institutions have necessitated greater vigilance and regulation.

[Read more](#)

Fake B.Ed. degrees, identity thefts and other scams that UP is unearthing at its schools

The Uttar Pradesh government is unearthing scams that involve using fake degrees to land jobs in government schools.

[Read more](#)

190 teachers in UP sacked for using fake degrees

The basic education department terminated 190 teachers in Mainpuri and Etah for using fake BEd degrees and certificate to secure their jobs.

[Read more](#)

Innocent lives in danger

As per the latest stats of Pakistan's Medical and Dental Council (PMDC), there is an estimated number of 45,378 medical surgeons registered in the Pakistan. However, more than 70,000 bogus medical practitioners have also been reported across the country.

[Read more](#)

Facial recognition at Indian cafe chain sparks calls for data protection law

The use of facial recognition technology at a popular Indian cafe chain that triggered a backlash among customers, led to calls from human rights advocates on Monday for the government to speed up the introduction of laws to protect privacy.

[Read more](#)

India Inc screens recruits most, but not in-depth

India Inc has emerged as the most stringent market globally for conducting background verification for job candidates despite the fierce talent war and cost pressure across sectors.

[Read more](#)

Fake Marksheet Scams: Dubious by Degrees

Fake marksheet scams are becoming an epidemic, but with the CBI investigating the scandals it may lead to a Pandora's Box with the probes including verification of certificates deposited by government employees

[Read more](#)

Three-member team to probe illegal admissions

The State Higher Education department has formed a three-member joint inquiry team on Friday to probe the illegal admission of excess students at SVM (Autonomous) College.

[Read more](#)

US tech body opposes India's bid for data localisation

Information Technology Industry (ITI) Council, a US-based global lobby body for technology companies, said that India's mandate on data localization could prove detrimental to tech companies in more than one way.

[Read more](#)

Probe against fake degree of Sundargarh doc intensifies

A day after a fake doctor was arrested, the police have intensified the probe against him. Additional SP Rabi Naryan Batik and other senior officers subjected the doctor to marathon quizzing on his fake doctor's degree, Wednesday.

[Read more](#)

6 of 8 from Telangana, AP jailed in fake US varsity sting

Six of the eight Indians arrested for immigration fraud in the US, following the 'Farmington University' sting operation by US immigration officials in January this year, have been sentenced to jail for varying periods of 12 to 24 months.

[Read more](#)

Teacher gets job on fake degree

A government schoolteacher has been booked for getting job allegedly on a fake academic certificate.

[Read more](#)

Background screening is a gig that needs fixing

The need for credible background checks of gig economy workers is becoming increasingly important with a rising number of these temporary workers finding themselves on the wrong side of the law, say top executives of verification and staffing companies.

[Read more](#)

Mumbai Crime: Woman, new-born's deaths reveal Kurla hospital running 'illegally'

Sunil Das, 31, who lost his wife and new-born daughter last month, still can't fathom how it all happened. Even as he tries to deal with the loss, getting to know that Habib Hospital (where his wife gave birth to the child) has been functioning without a mandatory registration certificate, has made it even more difficult for him.

[Read more](#)

Don't lower the Bar

Every fraternity has its black sheep. The Men in Black are no exception. The clashes between law practitioners and law enforcers in New Delhi have prompted the Bar Council of India (BCI) to ask various Bar bodies to identify lawyers who are indulging in hooliganism and bringing the legal institution into disrepute.

[Read more](#)

With over 20,000 law degrees left to verify, Bar Council of Delhi has found 112 fakes

In the first verification exercise of its kind, the Bar Council of Delhi has found at least 112 lawyers allegedly holding fake LLB degrees. This number could rise further as roughly 20,000 out of about 30,000 degrees sent are yet to be verified.

[Read more](#)

Swiggy assures background check of delivery partners

Food delivery app, Swiggy, in a statement on Tuesday said safety of both, the customers and delivery partners, is a matter of utmost importance for them. The

statement was issued a day after three Swiggy delivery executives were booked on charges of allegedly assaulting a customer in Ashok Nagar.

[Read more](#)

India recruitment activity surges 8 percent in September

Hiring activity in India rose by 8 percent in September 2019 when compared to the same period in 2018, according to the Naukri JobSpeak Index. The Naukri job index for September 2019 stood at 2,279, compared to 2,119 in September 2018.

[Read more](#)

Indonesia

Indonesia needs to urgently establish data protection law: minister

Indonesia aims to bring in a new law to protect personal data by next year as it follows in the footsteps of Southeast Asian neighbours such as Singapore and the European Union, the country's new communications minister told Reuters.

[Read more](#)

Japan

Japan looks to curb certificate forgery with blockchain technology

Muroran Institute of Technology (MuIT), a national university in Hokkaido, Japan, is collaborating with telecommunications giants, Nippon Telegraph (NTT) and Telephone West, to develop a distributed ledger technology (DLT) solution for verifying educational degrees and certificates.

[Read more](#)

Malaysia

PKR Youth chief blasts 'pretenders' in party

PKR Youth chief Akmal Nasir has lashed out at "pretenders" in the party, citing the examples of an activist turned elected representative and a minister with a fake degree.

[Read more](#)

Pakistan

Senate body asks pia to adopt uniform policy in tackling fake degree issue

Chairman Senate Standing on Aviation Mushahid Ullah Khan has asked the Pakistan International Airlines (PIA) to adopt a uniform policy in tackling the fake degree issue in the organization.

[Read more](#)

PIA defends sacking of fake degree holders

Pakistan International Airlines (PIA) on Tuesday defended its decision of terminating services of its staff charged with possessing fake degrees setting aside lawmakers' directions to show leniency.

[Read more](#)

PML-N's MPA holds 'fake' degree, IHC told

A private university has declared that a member of provincial assembly (MPA) of the Pakistan Muslim League-Nawaz (PML-N) from Bahawalnagar, Kashif Mahmood, holds a bogus degree of Bachelor of Business Administration (BBA).

[Read more](#)

Philippines

Philippines online recruitment up 10 percent

Online recruitment in the Philippines grew 10 percent in August 2019 when compared to the same period last year, according to the latest Monster Employment Index for the Philippines.

[Read more](#)

Singapore

Employee credit checks by financial bodies fully justified

It is entirely appropriate for financial institutions (FIs) to assure themselves that their employees and representatives providing financial services to customers are in good financial standing.

[Read more](#)

Sri Lanka

Sri Lanka introduces final draft of personal data protection bill

The Sri Lankan Ministry of Digital Infrastructure and Information Technology (MDIIT) recently introduced the final draft of a Personal Data Protection Bill.

[Read more](#)

Canada



Beware of 'pirate taxis,' Gatineau police warn

Police in Gatineau, Quebec are warning the public they could be placing themselves in harm's way when they hop into an illegal taxi.

[Read more](#)

Canada needs to assert its digital identity

Canada needs a bold new policy direction on digital nation-building, in addition to leadership understanding that many countries have already implemented their new digital railways in an age of data.

[Read more](#)

Does a criminal record prevent you from entering the U.S.?

If a Canadian citizen working in or facilitating the proliferation of the legal marijuana industry in Canada comes to the U.S. for reasons unrelated to the marijuana industry, he or she will generally be admissible, however, if a traveller is found to be coming to the country for reasons related to the marijuana industry, he or she will be deemed inadmissible and his or her visa application could be denied.

[Read more](#)

Moving back the goalposts – federal commissioner confirms a transborder transfers of personal data remain a “use”

On Sept. 23, 2019, the Federal Privacy Commissioner (OPC) confirmed that transborder transfers of personal data will remain a “use” of personal information under the Personal Information Protection and Electronic Documents Act (PIPEDA) and will not be treated as a “disclosure.”

[Read more](#)

Meaningful consent: an evolving standard under Canadian privacy law

The federal government has announced Canada’s Digital Charter, which bolsters the privacy rights of Canadians by identifying 10 key principals, most notably “consent and control.”

[Read more](#)

Caribbean



Cayman Islands

New guidance on Cayman monetary penalty orders under the Data Protection Law 2017

The guidance, dated 7 November 2019, concerns the Ombudsman's ability to serve a data controller with a monetary penalty order ("MPO") and concerns what power the Ombudsman has to impose an MPO; when they might do so; and what factors determine how high they set the penalty.

[Read more](#)

Europe



Belgium

MEPs choose Wiewiórowski to be the EU's data protection watchdog

Mr Wojciech Wiewiórowski was selected by the Civil Liberties Committee as their top choice to become the next European Data Protection Supervisor. MEPs chose their order of preference of the candidates for the position of European Data Protection Supervisor (EDPS) in a secret ballot.

[Read more](#)

Bulgaria

Bulgaria busts organised crime group forging passports, driving licences, euro

An organised crime group that had been producing fake documents – including passports, identity cards, education certificates and driving licences – as well as forged euro, has been bust, Bulgaria's Interior Ministry has said.

[Read more](#)

Cyprus

Transfer of personal data from Cyprus to third countries

EU data protection rules apply to the European Economic Area (EEA), which includes all EU countries and non-EU countries such as Iceland, Liechtenstein and Norway. All countries outside the EEA are treated as third countries for the purposes of the GDPR.

[Read more](#)

Denmark

Danish soccer club suspects foul play in case of alleged fake footballer

Danish soccer club Viborg FF admit that they signed a Dutchman claiming to be a professional footballer without ever seeing him play. Now they have filed a criminal complaint alleging fraud by his agents after his lack of skill became apparent.

[Read more](#)

France

French regulator fines Futura Internationale €500,000 for infringements of the GDPR in connection with telephone advertising campaigns

French data protection authority (the "Commission Nationale de l'Informatique et des Libertés" or "CNIL") has imposed a €500,000 fine on Futura Internationale, a midsized French company, for serious infringements of the EU General Data Protection Regulation (the "GDPR") in connection with cold calling campaigns.

[Read more](#)

Germany

Internet provider faces big GDPR fine for lax call centre checks

A German internet service provider faces a €9.6m (\$10.6m; £8m) fine after being accused of failing to carry out tough enough customer ID checks.

[Read more](#)

Fine against hospital due to data protection deficits in patient management

The Commissioner for Data Protection and the Freedom of Information Rhineland-Palatinate imposed a fine of 105,000 euros on a hospital in Rhineland-Palatinate.

[Read more](#)

German housing giant fined £12.5m for GDPR violations

German property company Deutsche Wohnen has been hit with a staggering data protection fine for hanging onto a treasure trove of personal and financial data of former and current housing tenants.

[Read more](#)

Greece

GDPR is consent valid in an employment context?

An employer in Greece was fined €150,000 by the Hellenic Data Protection Authority (HDPa) for incorrectly purporting to rely on consent as its basis for processing employees' personal data under the GDPR.

[Read more](#)

Isle of Man

Pubwatch practices "tightened" to comply with data protection laws

A review of the Island's Pubwatch scheme has found its practices need to be tightened to comply with data protection laws, but it can continue to operate.

[Read more](#)

Kosovo

Brain Drain: Will the Last Doctor in Kosovo Turn Out the Lights?

From conveyor-belt colleges and hungry head-hunters to a booming trade in fake qualifications, BIRN lifts the lid on this largely unregulated export-a-medic market.

[Read more](#)

Serbia

Politicians are getting in trouble over fake qualifications

Politicians in eastern Europe are having a harder time getting away with a bad habit: inflating credentials by cheating to obtain fancy qualifications.

[Read more](#)

Switzerland

Revision of the data protection act

In order to adapt to European standards and to protect the population, Switzerland has revised its data protection law with a total revision.

[Read more](#)

Turkey

Turkish data protection board issues decision on local branches and liaison offices of foreign legal entities

The Turkish Data Protection Board recently determined that foreign legal entities who are conducting personal data processing activities, directly or through their branches, should be considered data controllers.

[Read more](#)

Middle East



Bahrain

Authorities now probing into 60 fake degree certificates

Nearly sixty fake educational certificates have been found in the recent years, according to official accounts.

[Read more](#)

Israel

Data Protection & Privacy Laws

A Q&A with Haim Ravia a Senior Partner and Chair of the Internet, Cyber & Copyright Group at Pearl Cohen.

[Read more](#)

Kuwait

Kuwait university teacher in jail over fake degrees

A Kuwaiti university teacher has been remanded in jail pending trial over involvement in fake academic degrees. The Public Prosecution charged the woman with forging her BA, MA and PhD degrees and urged that she be kept at the central prison.

[Read more](#)

South America



Argentina

Personal data protection law - impact on labour issues

Representatives from Brazilian law firm Barbosa, Müssnich, Aragão have provided five key takeaways on Brazil's new data protection law.

[Read more](#)

Brazil

Companies are now getting ready for Brazil's new data protection law

n Argentina, the Personal Data Protection Law No. 25,326 has been in force since 2000. What impact does it have on labour issues?

[Read more](#)

United Kingdom



ICO issues new guidance on special category data

On 14th November, the Information Commissioner's Office published an update to its guidance on the processing of special category data.

[Read more](#)

Former NHS hospital trust boss, 53, faces JAIL after admitting he lied on his CV that he had a university degree to land £135,000 job

A former director of a hospital trust who lied about having a university degree could face prison.

[Read more](#)

Prevalence of CV fraud damaging recruitment success

A report has found around 20 per cent of the CVs processed daily by recruiters contain some kind of discrepancy.

[Read more](#)

Uber says it received over 3,000 reports of sexual assaults on its US rides last year and on average eight passengers a day were attacked

Ride-hailing firm Uber Technologies Inc said it received over 3,000 reports of sexual assault related to its 1.3 billion rides in the United States last year, in a report aimed at ensuring drivers and the public it was serious about safety.

[Read more](#)

TfL bans hundreds of minicab drivers in crackdown

Transport for London (TfL) has banned hundreds of minicab drivers on the back of an investigation into schools fraudulently offering licences.

[Read more](#)

Social media screening: can employers know too much?

Although employers are not normally as conspicuous with their social media screening (reposting pictures is not recommended), it is nonetheless no secret that some employers use publicly available social media during the recruitment process.

[Read more](#)

Survey finds most firms don't respond to GDPR requests in time

Most organisations do not respond to requests for GDPR data in the one month allowed, while many return incorrect data. The education sector does best, but the public sector lags behind

[Read more](#)

Beneficial owners of law firms to face DBS checks

A listing on the SRA roll will no longer suffice to show that a solicitor is not a criminal, under the new anti-money laundering regime coming in to force next month.

[Read more](#)

Website selling fake degrees from Scottish University caught

A Scottish university has thanked the Sunday National after being alerted to a website selling fake degrees from the University of the West of Scotland (UWS).

[Read more](#)

UK Athletics 'failing to protect children'

UK Athletics has been accused of putting children at risk because of a poor safeguarding system.

[Read more](#)

Why we need to tackle degree fraud

Degree fraud is a bigger threat to the value of graduates' education than a weak economy or saturated jobs market - so what exactly is it and what can you do about it?

[Read more](#)

More than 100 Thames Valley Police workers have not been properly vetted

Thames Valley Police has 125 workers that have not been properly vetted a Freedom of Information request has revealed.

[Read more](#)

Get ready for CCPA: Implications for UK businesses

The California Consumer Privacy Act, a wide-ranging data privacy and consumer protection law, comes into effect on 1 January 2020. How does CCPA differ from the EU GDPR regulations and what are the responsibilities for UK businesses?

[Read more](#)

Record fines imposed over companies' GDPR breaches

The enormous penalties being dished out by regulators to firms who flout GDPR regulations prove regulators are clamping down on business practises, according to online safety firm PreciseSecurity.com.

[Read more](#)

Violence, bullying, crime and "county lines" concerns: failures at 1 in 10 children's homes revealed

Violence, bullying and crime are among "serious and widespread concerns" linked to failings at one in ten of the region's children's homes, including DBS checks not being carried out and references not verified.

[Read more](#)

GoCompare becomes first comparison site to join Cifas

GoCompare has become the first comparison website to join Cifas, a cross-sector fraud sharing database. It will allow GoCompare to check suspicious activity against data at point of quote and quickly receive an indication of whether there are suspicions of fraud.

[Read more](#)

British bookmakers to face new wave of regulatory clampdown following revelations for punters' exploitation

British bookmakers have been forced to take into account the recommendations of local regulatory authorities, including compulsory credit checks of their punters, after facing criticism for taking advantage of vulnerable players at major sporting events.

[Read more](#)

UK data watchdog says £7m in fines unpaid since 2015

The UK's data watchdog has confirmed it failed to collect up to £7m worth of fines dished out in the past four years.

[Read more](#)

Uber refused licence to continue operating in London by TfL

Uber has been refused a new licence to operate in London in a shock decision by the UK capital's transport authorities. Uber was criticised over how it obtained drivers' medical certificates, how it conducted criminal record checks and its use of technology which allegedly helped it evade law enforcement.

[Read more](#)

One in four people have a fake social profile somewhere

Can you really trust anyone? Background checks aren't quite the norm yet even in all forms of business, but they're getting there. And based on how much people admit they'll lie to get a residence, a job, or a date, maybe that's a good thing.

[Read more](#)

I had no political experience and stood as an MP. Here's how

Every major party has made headlines over candidates' controversial views. An ex-Brexit Party hopeful tells all about the vetting process.

[Read more](#)

Staff told to promote work on personal social media

Throughout an employee's tenure, there are many tasks that they will have had to complete, such as monotonous admin work, attending after-work events, or even making a round of hot drinks. But, one employee took to the Mumsnet forum to... explain that she had been regularly asked to use her personal social media accounts to promote the business.

[Read more](#)

Social media posts referred to police could show up on DBS background checks despite not being a crime

Social media posts referred to police but deemed as non-criminal could still show up on DBS background checks. The revelation comes as the College of Policing, which

issues the guidance to all police forces across the country on how to record non-crime hate incidents, is facing a High Court challenge over whether the process is lawful.

[Read more](#)

New Malden restaurant employed illegal workers and 'exploited vulnerable members of the community'

A restaurant in New Malden has been refused a license to sell alcohol after a string of immigration offences which led to £40,000 in outstanding fines. The Home Office and Met Police said staff had been found working there illegally on three separate occasions since 2015.

[Read more](#)

ICO investigates Brexit Party for failing to hand over personal data

The Information Commissioner's Office (ICO) is investigating the Brexit Party for its failure to hand over personal voter data, according to Sky News.

[Read more](#)

Home Office raid Meridian Spice in Rainham High Street as Bangladeshi man arrested

Immigration officers raided an Indian restaurant and takeaway, arresting a man over an alleged breach of his visa.

[Read more](#)

The Rise of Crime in the World of Online Dating

The number of crimes committed as a result of online dating has seen a staggering increase in the last five years. One solution to this is to call on these companies to ask for proof of ID documents and to carry out criminal record checks on users of the site.

[Read more](#)

Could company Christmas cards breach GDPR?

The traditional warning about misbehaviour at the office Christmas party has been joined by a new set of concerns that corporate Christmas cards could breach GDPR, it is claimed.

[Read more](#)

Over half of firms still not GDPR compliant

Over half of financial and accounting firms have not taken any precautions to become GDPR compliant, despite the regulation coming into force 18 months ago, according to a survey from document management firm Invu.

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How wanted sex offender worked as nurse in mental health hospital

A convicted sex offender, who is wanted in the United States, worked undetected as a nurse in Norfolk for eight years after lying about his conviction.

[Read more](#)

Department for Education flouted rules when it secretly shared pupil data with Home Office, says watchdog

The Department for Education (DfE) flouted data protection obligations when it shared information about children with the Home Office for immigration enforcement purposes, a watchdog had said.

[Read more](#)

These new rules were meant to protect our privacy. They don't work

The General Data Protection Regulations introduced last year are failing us – and our children

[Read more](#)

GDPR bureaucracy is 'total nonsense' - according to Councillors

NEW data protection laws are being wrongly used to stop councillors getting information about their local areas, it's been claimed.

[Read more](#)

Boarding school criticised by inspectors

A boarding school in Southwold has been criticised by inspectors who raised concerns over leadership and pupils' welfare. Inspectors also criticised the school's recruitment process, saying in a small number of cases "criminal record checks... have not been undertaken."

[Read more](#)

Data protection laws being applied without 'common sense' by councils and police

New data protection laws are being wrongly used to stop councillors getting information about their local areas, it's been claimed.

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Disclosure reforms could cost hospices teenage volunteers

Teenagers would be effectively banned from volunteering at children's hospices or care homes under rules to protect vulnerable people from predators, charities have said.

[Read more](#)

Upton pledges extra safeguarding measures after parents' concerns over girls' PE changing issue

An investigation has been held by senior staff and further safeguarding measures put in place at Upton Junior School following concerns raised by parents over PE changing conditions for their children.

[Read more](#)

Staff with 'no legal right to work in UK' found at Wakefield off-licence

Immigration officials have raided an off-licence as two staff were found to have no legal right to work in the UK, Wakefield Council has said.

[Read more](#)

Internal fraud levels in UK worse than global average

A new report has found that UK companies are more likely to experience internal fraud than the global average, with internal culture failing to prioritize the risks. In the last 12 months, 38 percent of UK businesses experienced internal fraud, compared with a global average of 27 percent.

[Read more](#)

United States



Fake nurse pleads guilty to fraud charges in Tennessee

A Tennessee woman who worked as a nurse in assisted living facilities and a doctor's office without proper qualifications or licensing has pleaded guilty to federal fraud charges.

[Read more](#)

This social network app says it screens for sex offenders. It gave one VIP status.

MeetMe says it checks users to ensure they aren't convicted sex offenders. But the success of one streamer came within weeks of his release from prison.

[Read more](#)

Can people with criminal records become lawyers? These Michigan attorneys did it

Becoming a lawyer in Michigan after a felony conviction is challenging, but it's not impossible.

[Read more](#)

Nashville's juvenile lockup operator has left a trail of violations across states

Regulators and past employees of Youth Opportunity Investments have described assaults against youth, understaffing, low pay, sexual relations with minors, and faulty employee background checks.

[Read more](#)

Waterloo, Iowa Enacts Ban the Box Restrictions

All private employers with at least 15 employees, including the City of Waterloo, are subject to the Ban the Box Ordinance (the "Ordinance"), which is scheduled to take effect on July 1, 2020.

[Read more](#)

Missteps with background check forms can be costly

A recent decision by a federal appellate court underscores the importance of ensuring that forms used in connection with employer background checks comply with the strict requirements of the federal Fair Credit Reporting Act.

[Read more](#)

Lax background checks led to risky MTA hires, probe finds

Bungled background checks allowed some people convicted of serious crimes to become city bus drivers, according to a new report from the MTA inspector general.

[Read more](#)

Amazon says dozens of fraudulent recruiting websites have been taken down

The holiday season brings with it plenty of seasonal work opportunities, but it can also provide cover for people looking to steal your personal information and money.

[Read more](#)

CFPB requires screening firm to pay \$8.5 million for alleged FCRA violations

The Consumer Financial Protection Bureau (CFPB) has filed a proposed Stipulated Final Judgment and Order that will require a background screening company to pay \$6 million in monetary relief and a \$2.5 million civil money penalty to resolve allegations of Fair Credit Reporting Act (FCRA) violations.

[Read more](#)

Why small businesses should do background checks before hiring someone

Small businesses may have a limited budget. It can be tempting to think you can skip the step of doing a background check on potential employees. Skipping a background check is a mistake that can be catastrophic for the future of a business.

[Read more](#)

Would background checks make dating apps safer?

Match Group, the largest dating app conglomerate in the US, doesn't perform background checks on any of its apps' free users. A ProPublica report suggests Tinder's lack of background checks puts users at risk.

[Read more](#)

Hiring of airport workers slowed by waits for background checks

If you've waited in a long line for food at Hartsfield-Jackson International Airport or noticed that a restaurant on your concourse seems short-staffed, one culprit may have been the length of time it takes workers to undergo airport background checks and get badges.

[Read more](#)

People call to #abolishICE after report that agency created fake university to lure and deport foreign students

A call to #AbolishICE has ignited on the internet after a report that U.S. Immigration and Customs Enforcement (ICE) created a fake university to lure in foreign students and deport them.

[Read more](#)

Amazon's huge holiday delivery push means potentially dangerous drivers are being hired without background checks

As the online holiday shopping season kicks off, Amazon's push to ramp up its own delivery system has run afoul with drivers who have not been put through background checks, a new investigation has found. That means potentially dangerous individuals will have access to customer information.

[Read more](#)

California's DMV makes \$50m a year selling driver's personal information to credit checkers, data brokers and even private investigators hunting cheating spouses

Figures released via a public record act request showed that the total revenue from the sale of information by California's Department of Motor Vehicles has been climbing steadily in the past six years.

[Read more](#)

Non-profit that refused to comply with cps background check policy evicted from Austin high school

A non-profit whose leaders took issue with Chicago Public Schools' background check mandate has been booted from operating out of an Austin school.

[Read more](#)

Some Uber drivers use bogus identities and shared accounts

Instances of unauthorized drivers, including convicted felons, being on the Uber app have surfaced in San Francisco, Houston and Boston.

[Read more](#)

Children's Aid Society ignored girl's sexual abuse for years: lawsuit

The Bronx Supreme Court suit claims the Children's Aid Society didn't act on suspicions and complaints about the duo's behaviour. The organization also allegedly failed to run a background check on Robertson or contact any of her references.

[Read more](#)

Missteps with background check forms can be costly

A recent decision by a federal appellate court underscores the importance of ensuring that forms used in connection with employer background checks comply with the strict requirements of the federal Fair Credit Reporting Act.

[Read more](#)

Suspect can't be compelled to reveal "64-character" password, court rules

The Fifth Amendment to the US Constitution bars people from being forced to turn over personal passwords to police, the Pennsylvania Supreme Court ruled this week.

[Read more](#)

New IAPP and TrustArc report reveals a majority of companies are embracing a single global data protection strategy

TrustArc and the International Association of Privacy Professionals (IAPP) has found that many companies are adopting a single global data protection strategy to manage evolving legal requirements, and that managing the expanding ecosystem of third parties handling data has become a top priority.

[Read more](#)

11th Circuit reinstates FCRA suit, addresses "false pretences

The U.S. Court of Appeals for the Eleventh Circuit has issued an order reversing in part and affirming in part a district court's dismissal of claims brought by a consumer who claimed a bank violated the Fair Credit Reporting Act (FCRA) and the FDCPA.

[Read more](#)

Data: Minimization: FTC cites company for failing to delete information it no longer needed

Data minimization is coming to the United States. The Federal Trade Commission cited failure to delete information which is no longer needed as a failure to implement reasonable protection.

[Read more](#)

Washington state Supreme Court upholds Seattle's first-come, first-served law for renters

The Washington state Supreme Court has upheld Seattle's first-come, first-served law for renters, believed to be the first of its kind in the country. In a unanimous written opinion, the court rejected claims by landlords who said the ground-breaking law amounted to a regulatory taking of private property and who said it violated their due-process and free-speech rights under the state Constitution.

[Read more](#)

States would be able to issue their own worker visas under new Congressional proposal

States would be able to issue their own visas to immigrant workers under a proposal introduced in the U.S. House this week. The legislation would give states the option to participate in the new program, allowing them to create three-year visas customized to the state's economic needs.

[Read more](#)

Would you like a pat-down with your entrée?

New Orleans airport is going to allow people who are not traveling to obtain "guest passes" that allow the holder to visit the restaurants, bars and other amenities in the airport without traveling. you must obtain the pass in advance of your visit and must also undergo a background check.

[Read more](#)

Will AI affect the progression of the pre-employment screening industry?

The combination of technologies like AI, machine learning, deep-search algorithms help the pre-employment screening industry to advance.

[Read more](#)

Why states are rushing to seal tens of millions of old criminal records

In March Utah's governor signed legislation to clean old records automatically. California enacted an automatic clean-slate law last month.

[Read more](#)

Dollar General settles race bias lawsuit for \$6 million

Dollar General has been ordered to pay \$6 million after the U.S. District Court for the Northern District of Illinois in Chicago ruled this week that its criminal background check policies discriminated against African Americans.

[Read more](#)

State of interdependence - why the CCPA isn't just 'GDPR-US'

When the California Consumer Privacy Act of 2018 (CCPA) was passed unanimously in June 2018, it was rushed through with the backing of more than 600,000 citizens – partly to prevent even tougher measures from going before the state Senate.

[Read more](#)

US state department official quits amid 'inflated CV' claims

A senior US state department official has resigned amid reports she filled up her CV with false claims about her education and professional background. Mina Chang was accused by US media of claiming a non-existent university degree and creating a fake Time magazine cover with her face on it.

[Read more](#)

New York City Expands Protections Under the New York City Human Rights Law to Independent Contractors and Freelancers

New York City Council has passed a law that expands the scope of the New York City Human Rights Law (NYCHRL) to provide protections for freelancers and independent contractors. It includes a general prohibition on credit checks during the employment process.

[Read more](#)

Proposed bill may require background checks on delivery drivers

A proposed bill requiring background checks will require big box to notify customers when a delivery service has been subcontracted by a third-party and make level 2 background checks mandatory for subcontracted delivery people where they enter a customer's home.

[Read more](#)

Employers are still avoiding former inmates

DeVaughn Bell had been home in Washington, D.C., from federal prison for only one month, and he'd gotten interviews for several jobs. But none of them stuck. He'd have a positive interview-in one case, he even received an offer and a start date-and then someone would tell him the company couldn't move forward with him.

[Read more](#)

US sailing approves background check policy for certified race officials

The US Sailing Board of Directors has approved a background check policy for race officials whose purpose is to further ensure a safe environment for all participants in our sport and protect persons at risk, including minors and vulnerable adults.

[Read more](#)

Illinois to Include Sexual Misconduct in Background Checks

The University of Illinois Board of Trustees has approved a series of sexual misconduct policy recommendations from a systemwide task force, including background checks for sexual misconduct.

[Read more](#)

California's new data privacy law brings US closer to GDPR

With the California Consumer Privacy Act (CCPA) taking effect in January 2020, companies have limited time to get a handle on the customer information they have and how they need to care for it.

[Read more](#)

Ad Tech Vendor Sharethrough to Shut European Operations, Blames GDPR

Sharethrough is shutting its European operations. As part of the move, 11 employees in the London office will be let go. Sharethrough CEO Dan Greenberg told Digiday its European operations were hit “severely” by the European Union’s General Data Protection Regulation last year.

[Read more](#)

Microsoft's national privacy benefits gesture is welcome as California's 'GDPR avatar' looms

In a welcome move that will up the pressure on naysayers in Silicon Valley, Microsoft intends to extend the “core rights” of California’s new privacy law to customers right across the US.

[Read more](#)

P.E.I. transportation minister says ridesharing background checks not his department's responsibility

Transportation Minister Steven Myers told the legislature on Tuesday that ridesharing companies could have operated in P.E.I. at any time. But questions about safety regulations, such as criminal background checks for drivers, were left open when Myers said the issue fell outside the jurisdiction of his department.

[Read more](#)

US Olympic Committee files complaint to decertify USA Badminton for SafeSport failures

The complaint comes a full calendar year after the findings of an audit by the USOPC, which found USA Badminton had failed to follow procedures to protect athletes and their safety with SafeSport training and background checks.

[Read more](#)

Berkeley could ban criminal background checks in rental housing

For years, the “Ban the Box” movement has pushed to prohibit employers from conducting criminal background checks on job candidates. Now several elected officials and a coalition of activists want Berkeley to become a rare city that prohibits the practice during the rental process too.

[Read more](#)

Aging agencies need better background checks, auditor says

The state Aging and Adult Services Agency should tighten up its criminal background check policies for employees, contractors’ staff and volunteers to better protect older adults, a new report says.

[Read more](#)

Senator urges Uber and Lyft to run fingerprint background checks

A senator has called on Uber and Lyft to share details with each other about contractors they've banned to clamp down on dangerous drivers who've been kicked off one platform signing up to the other.

[Read more](#)

The Intersection of the California Consumer Privacy Act and California's pre-existing consumer protection statutes

With the close of the California state legislative session on Sept. 14, 2019, the final shape of the California Consumer Privacy Act (CCPA)-which is set to take effect on Jan. 1, 2020-came into focus. The most recent amendments included carve-outs for business-to-business contracts and employee records, though both sunset after a year.

[Read more](#)

The question you shouldn't see on most Detroit rental applications anymore

Jessica Hinojosa thinks she could prove that she'd be a trustworthy tenant if a landlord would consider how she's changed since prison. But her rental applications never get that far. She and her fiancé say they've submitted at least 10 applications for apartments in Detroit. All have gone ignored or ended with denials because of their criminal records.

[Read more](#)

People with criminal records deserve a second chance — and business can help provide it

Recently, building on previous efforts to connect people in underserved communities with economic opportunity, JPMorgan Chase announced an expansion of our commitment to give people with criminal backgrounds a second chance by supporting their e-entry into the workforce, their communities and their local economies.

[Read more](#)

An actress shot an attacker in a horror flick. Then, the crew discovered she's charged in her uncle's real-life killing

"Due to the movie being so low budget, and it being our first venture, we did not do background checks," the film company said in an email. "If we ever do a movie again in the future, any one of us ... we now know that a background check will save us. Lesson learned, no matter how little money we have, this will save the headache."

[Read more](#)

\$54m crash verdict upheld; driver's extensive rap sheet cited

A multimillion-dollar verdict in a truck crash lawsuit was upheld by an Illinois appellate court, awarding more than \$54 million in a personal injury suit against Universal Am-Can. Following a crash that left another with serious injuries, a lawsuit attributed 40 percent of the blame to Johnson's negligence and 60 percent was assigned to Universal for negligent hiring.

[Read more](#)

The fallacy of NYS OCA misdemeanor redemption policy

The New York State Office of Court Administration (NYS OCA) will not be providing results regarding a misdemeanor from more than 10 years ago if it was the only criminal conviction the individual had in the last 10 years.

[Read more](#)

Lawsuit says DoorDash negligent in hiring driver who attacked restaurant owner

A lawsuit has been filed against a DoorDash employee and previous felon for attacking a restaurant owner. The suspect, Mackie Lee Allen, had a history of violence and mental illness. The plaintiff's attorney said the case raises the questions about minimum standards for protection of consumers and restaurant workers.

[Read more](#)

Between a rock and a hard place: avoiding accidental liability under FCRA for background checks

Although using background checks can help determine the best candidate when making a hiring decision, doing so can create a liability under the Fair Credit Reporting Act (FCRA).

[Read more](#)

Columbia, South Carolina, limits inquiries about applicants' criminal salary histories

Columbia, South Carolina's, new "Conviction and Wage History Prohibition in City Employment and by City Contractors and City Vendors" places exhaustive limitations on private employers considering conviction history in employment decisions and prohibits employers from including questions about applicants' wage histories on job applications.

[Read more](#)

Illinois ban on employers' inquiry or consideration of salary history takes effect

Employers in Illinois are now prohibited from seeking or inquiring about a job applicant's wage or salary history with any current or former employer.

[Read more](#)

Walmart workers seek class cert of background check lawsuit

The lead plaintiffs in a class action lawsuit against Walmart claim the retail giant improperly solicited and obtained credit reports and background checks on job seekers and employees.

[Read more](#)

California governor signs bill requiring background checks for professional visitation monitors

Sponsored by a children's advocacy non-profit, Change for Justice, California's recently signed Assembly Bill 1165 requires professional visitation monitors to have background checks and enhanced in-person training.

[Read more](#)

CFPB issues report – highlights regulatory interest in background screening industry

The Consumer Financial Protection Bureau (CFPB) recently published a report, Market Snapshot: Background Screening Reports, which highlights the increased demand for background screenings by employers, as well as consumer challenges that may arise from their use given the vast array of data sources and consumer reporting agencies.

[Read more](#)

Colorado 'bans the box' for private employers

Colorado began "banning the box" on September 1, when it enacted the Colorado Chance to Compete Act (HB 19-1025), which prohibits employers from requiring applicants to disclose on a job application whether they have been convicted of a felony.

[Read more](#)

FTC pushing to hold companies liable for third parties' activities

The Federal Trade Commission (FTC) recently began shifting its focus to holding companies accountable for the activities of third parties. The move has relevance for companies that handle large amounts of consumer data and/or provide platforms that allow for user-generated content.

[Read more](#)

Wyden introduces mind your own business act of 2019

Senator Ron Wyden's Mind Your Own Business Act of 2019 would expand the Federal Trade Commission's (FTC) authority to regulate data collection and use, allowing customers to opt out of data sharing, and create civil and criminal penalties for certain violations of the Act.

[Read more](#)

Five companies settle FTC allegations that they falsely claimed participation in the EU-U.S. privacy shield

Five companies, including DCR Workforce, Inc.; Thru, Inc.; LotaData, Inc.; and 214 Technologies, Inc., have reached settlements with the Federal Trade Commission (FTC) over allegations that they falsely claimed certification under the EU-U.S. Privacy Shield framework.

[Read more](#)



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