



“Hiring Smart” means doing critical background checks

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Every hotel should have an effective written hiring policy which has been reviewed and approved by the corporate legal department or the company’s attorney. The policy must be followed to prevent problems with inconsistencies when hiring associates and to prevent hiring problem associates.

Conducting a complete background investigation of applicants before employment is considered the best assurance against hiring dishonest or violent persons. While it is considered a judicious practice to conduct criminal history background checks on new hires, many companies choose not to do so. This practice is ill-advised. Ultimately, these companies expose themselves to incredible potential liability under the legal theory of “negligent hiring” if the employee subsequently causes harm to guests or other staff members.

When performing background checks, the first place to start would be with your state’s sexual offender website. Meghan’s Law is a federal law that requires all 50 states to release information to the public about known and convicted sex offenders in their jurisdiction, so that individuals may take the appropriate steps to protect themselves. Many states have enacted even more stringent variations of Meghan’s Law in order to notify and protect their citizens. Currently, almost every state maintains online access to its sex offender database, though some states only list the most violent (Level III) offenders. A quick and easy check of both a state’s and the national database can be made without cost. This will help provide an increased degree of care for associates and guests. While convicted sex offenders are required to register with the police in their new jurisdiction after moving into a new state, some don’t always do so. Therefore, if a potential associate has recently moved into your state, follow his or her history and check the state’s database from where they came.

Below is a list of state sexual offender registry websites:

- Alabama — <http://www.dps.state.al.us/public/abi/system/so/>
- Arizona — <http://az.gov/webapp/offender/main.do>
- Arkansas — <http://www.acic.org/Registration/>
- California — <http://meganslaw.ca.gov/>
- Colorado — <http://sor.state.co.us/default.asp>
- Connecticut — http://www.state.ct.us/dps/sex_offender_registry.htm
- Delaware — <http://www.state.de.us/dsp/sexoff/>
- Florida — <http://www3.fdle.state.fl.us/sopu/index.asp?PSessionId=906554405&>
- Georgia — <http://www.ganet.org/gbi/sorsch.cgi>
- Guam — <http://www.guamcourts.org/sor/index.html>
- Hawaii — <http://pahoehoe.ehawaii.gov/sexoff/>
- Illinois — <http://www.isp.state.il.us/sor/>
- Indiana — https://secure.in.gov/serv/cji_sor
- Iowa — <http://www.iowasexoffender.com/>
- Kansas — <http://www.accesskansas.org/kbi/ro.shtml>
- Kentucky — <http://kpsor.state.ky.us/>
- Louisiana — <http://www.lasocpr.lsp.org/socpr/>
- Maine — <http://www.informe.org/sor/>
- Maryland — <http://www.dpssc.state.md.us/onlineservs/sor/>
- Massachusetts — <http://www.state.ma.us/sorb/>
- Michigan — <http://www.mipsor.state.mi.us/>
- Minnesota — <http://www.doc.state.mn.us/level3/search.asp>
- Mississippi — <http://www.sor.mdps.state.ms.us/>



Missouri — <http://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>
Montana — <http://svor.doj.state.mt.us>
Nebraska — <http://www.nsp.state.ne.us/sor/find.cfm>
Nevada — <http://www.nvsexoffenders.gov/>
New Hampshire — <http://www.oit.nh.gov/nsor/search.asp>
New Jersey — http://www.njsp.org/info/reg_sexoffend.html
New Mexico — <http://www.nmsexoffender.dps.state.nm.us/>
New York — <http://criminaljustice.state.ny.us/nsor/>
North Carolina — <http://sbi.jus.state.nc.us/DOJHAHT/SOR/Default.htm>
North Dakota — <http://www.ndsexoffender.com>
Ohio — <http://www.drc.state.oh.us/cfdocs/inmate/search.htm>
Oklahoma — http://docapp8.doc.state.ok.us/servletpage?_pageid=190&_dad=portal30&_schema=PORTAL30
Oregon — http://www.oregonsatf.org/sex_offenders/
Pennsylvania — <http://www.pameganslaw.state.pa.us/>
Rhode Island — <http://www.paroleboard.ri.gov/index.htm>
South Carolina — <http://www.sled.sc.gov/sor/>
South Dakota — South Dakota will be implementing an online sex offender registry after July 1, 2006.
Puerto Rico — Puerto Rico does not maintain an online sex offender registry.
Tennessee — http://www.ticic.state.tn.us/SEX_ofndr/search_short.asp
Texas — <https://records.txdps.state.tx.us/soSearch/default.cfm>
Utah — <http://www.cr.ex.state.ut.us/community/sexoffenders/>
Vermont — http://www.dps.state.vt.us/cjs/s_registry.htm
Virgin Islands — The Virgin Islands does not maintain an online sex offender registry.
Virginia — <http://sex-offender.vsp.state.va.us/cool-ICE/>
Washington — <http://ml.waspc.org/>
Wash. DC — http://mpdc.dc.gov/mpdc/cwp/view,a,1241,Q,540704,mpdcNav_GID,1523,mpdcNav,|.asp
West Va. — <http://www.wvstatepolice.com/sexoff/>
Wisconsin — <http://offender.doc.state.wi.us/public/>
Wyoming — http://attorneygeneral.state.wy.us/dci/so/so_registration.html
National Sex Offender Public Registry — <http://www.nsopr.gov/>

These websites will give only one piece of information about the potential associate. A more extensive background investigation on each associate is encouraged. A criminal history check, as a minimum, should be conducted, as well as a motor vehicle report (driver's history) requested from the Department of Motor Vehicles for every associate who will be driving company or personal vehicles on company business. Credit checks are recommended for persons in cash handling positions.

We all have enough problems without hiring new ones. ✧

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