

# SCREENING AND SELECTION

Deciding who has access to those you serve should be one of the most serious decisions you make. Cutting corners can cause a child or vulnerable adult a lifetime of suffering and cost your organization its reputation and its solvency. Answer these questions: Does your screening process communicate to applicants a zero tolerance for abuse? Are those involved in hiring decisions trained to use behavioral interviewing, to ask questions that specifically assess for increased risk to abuse, and to identify warning signs on applications, from reference checks, and during interviews? Does every employee or volunteer go through the same process, even when you're in a pinch? And, are you prepared to defend your practices to a parent — or to a jury?

## Your first line of defense

Your first line of defense against sexual predators is to keep them out of your organization. And because only four percent have convictions, you can't rely solely on criminal background checks to keep your programs safe. Instead, you need a comprehensive screening and selection system and specialized training for your



employees. That's where Praesidium comes in. We offer a full range of products and services to help you meet due diligence standards in deciding who has access to those you serve.

## What Praesidium can do

### Screening and Selection Systems Analysis

Screening and selecting employees and volunteers requires efficient, consistent, and effective processes. A systems analysis of your current practices can reveal what may be streamlined to reduce costs and processing time, where breaches may occur and how to eliminate them, and what changes should be made to ensure that you have thoroughly vetted applicants who have access to those you serve.

### Screening and Selection Toolkit

Praesidium's Screening and Selection Toolkit is the most comprehensive package of its kind on the market. It comes complete with everything your organization needs to effectively screen and select employees and volunteers, including more than 80 "red-flag" indicators for identifying potentially high-risk applicants and more than 100 examples of high- and low-risk responses on applications, in interviews, and on reference checks. Included with the Toolkit is on-site training provided by a Praesidium expert.

### **Screening and Selection Workshops**

Praesidium offers an array of workshops to equip participants with screening and selection skills including behavioral interviewing, how to recognize deceptive responses from applicants and references, what to look for when reviewing an application, methods to combat momentum hiring, and when to disqualify an applicant. We tailor workshop content to your industry and use case studies, dialogue from legal pedophile chat rooms, and examples of hiring mistakes that led to costly litigation.

### **AppliScan™**

This cost-effective service provides an external review of completed employee and volunteer applications and reference checks to determine whether any known abuse risk indicators are present. Submit the

required documents to Praesidium, and within three working days you receive a detailed analysis of each application and specific instructions if follow-up information is required from the applicant.

### **ViaCheck™**

Obtaining viable reference checks requires a sound, systematic methodology. References can provide valuable information about an applicant, but many employers initially refuse to release information. Knowing the right questions to ask — and how to get specific and revealing answers — requires technical expertise. Praesidium uses its ViaCheck™ system to check references for you so you can rest assured that only candidates with suitable references will be forwarded for your consideration.



**PRAESIDIUM**

**Our passion. Your protection.**

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