



Technology-Enabled Compliance Tools

Save time with tools & processes that help support your business and culture objectives



Hiring Aligned to Your Company Culture

Many organizations are looking for ways to diversify their work force and encourage fairness and inclusion through second chance hiring. Conducting a thoughtful review of all candidates will help you evaluate each candidate as an individual while strengthening and diversifying your workforce.

Our Flexible Technology Fits Seamlessly into Your Screening Experiences

At Sterling, we understand that keeping up to date with rapidly changing Fair Credit Reporting Act (FCRA) and Equal Employment Opportunity Commission (EEOC) regulations, as well as state and local Fair Chance laws, can be challenging and time-consuming.

One way that we help you save time and improve productivity is with technology-enabled compliance tools and centralized processes that can be easily configured to support your business and culture objectives.

Sterling's technology can help you minimize the potential for human error by reducing manual administration tasks, and our Fair Chance and Individualized Assessment tools can provide a consistent means to document the process of evaluation when and where it is needed throughout the hiring process.



More Jurisdictions are Adopting Regulations

150+ U.S. counties and cities and 36+ states are adopting laws and regulations to support fair hiring practices¹

The Sterling Difference

Supporting Fairness & Inclusion

Our technology-enabled compliance tools were developed to help you navigate anti-discrimination laws and implement second chance hiring practices that align with your programs and culture.

Faster Time to Hire

Save time by reducing administrative work with tools and processes that are paperless, secure, configurable, and easily accessible in one place.

Trusted Expertise

Sterling's in-house compliance experts monitor new laws and regulations to stay up to date as changes take effect.

To learn more about Sterling's technology-enabled compliance tools, please contact your dedicated Sterling Client Success representative or call 800.899.2272

Sources: ¹National Employer Law Project (NELP): <https://nelp.org/campaign/ensuring-fair-chance-to-work/> NELP: Ban the Box: <https://nelp.org/publication/ban-the-box-fair-chance-hiring-state-and-local-guide/>



Get to Know your Candidates Objectively

Sterling’s flexible technology-enabled compliance tools can be easily configured to support your business and culture objectives. You can enable electronic Adverse Action and also initiate, complete, and review Individualized Assessment and Fair Chance, all within our Candidate and Client Hubs.

Adverse Action

Per FCRA requirements, Sterling provides employers an administrative tool to complete a two-step pre and final adverse action process when considering an adverse employment decision, as well as delivering candidate notices and attachments.

Individualized Assessment

Configured within the Adverse Action process, our Individualized Assessment tool is designed to address the EEOC’s guidance on consideration of criminal records.

Our tool provides a means for candidates to provide feedback on criminal history information and help prevent discrimination in the hiring process.

Fair Chance

To simplify the Fair Chance process and help comply with local laws, Sterling provides an administrative tool that’s configured within the Adverse Action process.

Our tool allows employers to deliver forms to perform the required tasks in New York City and Los Angeles.

How Our Technology-Enabled Compliance Tools Work



ABOUT STERLING

Sterling — a leading provider of background and identity services — offers background and identity verification to help over 40,000 clients create people-first cultures built on a foundation of trust and safety. Sterling’s tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers. With operations around the world, Sterling conducts more than 75 million background checks annually. Visit us at sterlingcheck.com.

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