

5 CONSIDERATIONS

When Adding Canadian Requirements to Global Programs

Many Canadian background screening programs were built from policies designed for other countries. Here are some of the most common misconceptions to watch out for:



1 SOCIAL INSURANCE NUMBER VALIDATION

Often incorporated as an 'equivalent' to a Social Security Number (SSN) Trace which is helpful for USA Criminal Searches, a Social Insurance Number validation has no bearing on Criminal Record Checks in Canada.



2 PROVINCIAL COURT SEARCHES

Similar to SSN Traces, Provincial Court Searches are often an adaptation from best practice in the USA. The most comprehensive, fastest, and cost-effective source of Criminal Records in Canada is the CPIC Database, maintained by the RCMP.

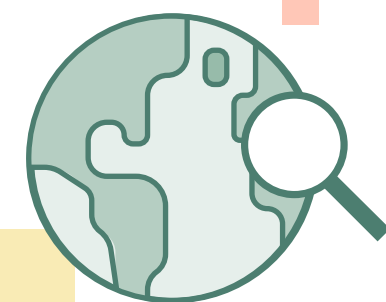


If your vendor recommends a Provincial Court Search, **you're likely paying too much, waiting too long, and only receiving information on records in one province**, not the rest of the country.

3 GLOBAL SCREENING

Any Criminal Search claiming to be 'global' in scope is not comprehensive or appropriate for Canada.

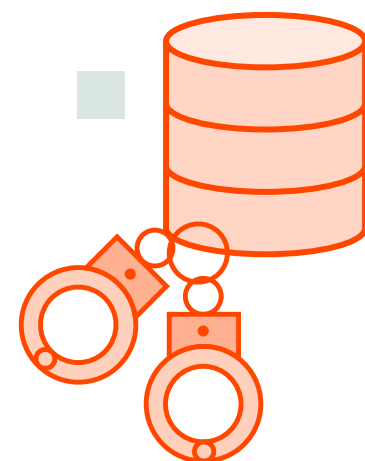
Red Flag — If your Canadian Criminal Check does not include ID Verification, or receives results "instantly", it's likely only searching public media databases and not actual criminal records.



Many screening companies boast of international capabilities, but **the best screening partners understand that 'global' means more than being able to run a search in a foreign land**. At Sterling Backcheck, 'global' means having a team on the ground in each region, with a firm understanding of local laws to support your organization with compliance and localized candidate support.

4 SEX OFFENDER DATABASE

While Public Sex Offender Registries exist in the USA and form an active part of many screening programs, Canada's National Sex Offender Registry Database can only be accessed by Canadian police agencies and is for police purposes only. While more enhanced searches exist when screening for positions of trust, there is no publicly accessible sex offender registry in Canada.



5 DRUG SCREENING

While common in the USA for a variety of roles, drug screening is generally not permitted in Canada, except in limited circumstances, and most Canadian employers do not have a drug testing policy.



If your Canadian screening program includes any of the elements above, or if you have any questions about best practice in Canada, connect with our team of experts to perform a diagnostic on your policy.

sterlingbackcheck.ca | 866.881.2011

©2022 Sterling | Sterling is a service mark of Sterling Infosystems, Inc. | 2159-CA

Sterling Backcheck (NASDAQ: STER) — a leading provider of background and identity services in Canada — offers a foundation of trust and safety that spans across industries, professions, and borders. Our tech-enabled services help organizations create great environments for their workers, partners, and customers. With operations around the world, Sterling conducts more than 95 million searches annually. Visit Sterling Backcheck online at sterlingbackcheck.ca.