



International Nanny Association

RECOMMENDED PRACTICES FOR THE BACKGROUND SCREENING OF NANNIES

- Identity verification and authentication to ensure that the candidate is using real and accurate information about his or her own identity.
- Employment and educational history verification and verification of applicable credentials and licenses.
- State and county criminal record searches for every jurisdiction where the candidate has worked and lived, using any and all names the candidate has used, for at least the past seven years, depending upon applicable state laws.
- Sex offender registry search for all 50 states, D.C., Puerto Rico and Guam.
- Driving record review.
- Compliance with [Fair Credit Reporting Act \(FCRA\)](#) and all other applicable local, state and federal laws.
- Periodic background screenings on nannies who provide temporary services.
- In addition to these screenings, agencies may wish to consider obtaining a credit report as well as conducting a civil records search to expose lawsuits, liens and judgments.

Recommended Practices for Background Screening



Until now, there have been no uniform recommended practices for nanny placement agencies regarding the process of obtaining background information on nanny candidates. Since different agencies use different background screening tools and services, it is not uncommon for agencies to obtain a wide array of information about nanny candidates whom they wish to place.

As a result of the different types of background screening tools and services used by nanny placement agencies, there is general confusion among agency owners, parents and nanny candidates as to what a thorough background screening should and does include. While parents and agencies may think that a background screening is thorough, it may or may not include all of the information a parent wants or needs to make an informed decision about hiring a nanny candidate. Similarly, potentially unqualified nanny candidates may be able to secure employment because of an incomplete background screening.

In addition, agency owners must be knowledgeable about the [Fair Credit Reporting Act \(FCRA\)](#) to be sure they or a background screening service they've hired is not violating the law or improperly intruding on a nanny candidate's privacy while conducting a background investigation.

For these reasons, the [International Nanny Association](#) has developed recommended practices for background screenings that nanny agencies or parents may conduct for nanny candidates.