

Protect Your  
Workplace. ■

Protect  
Your Brand. ■

Social media screening  
can discover adverse  
information that can help  
your businesses' compliance,  
reputation and safety.



# See the Risks Before They Become Headlines

Today's hiring decisions extend beyond resumes and interviews. Public online activity can reveal behaviors or viewpoints that may present risks to workplace safety, company culture, or brand reputation. Social media screening provides employers with a structured and compliant way to identify potential red flags before a hiring decision is made.

According to research from CareerBuilder, nearly 70% of employers review candidates' social media profiles during the hiring process, and more than half report discovering content that caused them to reconsider a candidate. The key is doing it the right way—with a consistent, legally compliant process that focuses only on job-relevant risk factors.

Our social media screening service delivers objective insights while protecting candidate privacy and helping your organization make informed hiring decisions.

# 70%

of employers review candidates' social media profiles during the hiring process.

# >50%

report discovering content that caused them to reconsider a candidate.

## Key Features

### Review of Publicly Available Content

Our trained researchers review publicly accessible social media activity across major platforms to identify potential workplace risks while respecting privacy boundaries.

### Job-Relevant Risk Identification

We focus on content that may raise legitimate workplace concerns, including threats of violence, harassment, illegal activity, discrimination, or other behaviors that could impact workplace safety or brand reputation.

# Social Media Screening Services



## **FCRA-Compliant Process**

Our screening process is structured to align with Fair Credit Reporting Act (FCRA) requirements and employment screening best practices, ensuring employers receive information appropriate for hiring decisions.

## **Human-Verified Research**

Unlike automated scraping tools, our team conducts manual review and verification to ensure the accuracy and context of findings.

## **Bias Protection & Filtering**

Protected class information such as race, religion, gender, disability, or other legally protected characteristics is filtered out of reports to help reduce the risk of discrimination claims.

## **Clear, Easy-to-Read Reports**

Employers receive concise reports that highlight relevant findings while providing supporting documentation and context.

## **Consistent Screening Process**

Each candidate is reviewed using the same structured methodology, helping ensure fairness and consistency in your hiring practices.

# Why Employers Use Social Media Screening

Reduce manual paperwork and administrative burden

- Identify potential workplace safety concerns
- Protect company culture and brand reputation
- Reduce the risk of negligent hiring claims
- Gain insight into publicly available behaviors that may conflict with company policies
- Make more informed hiring decisions

## A Smarter Way to Screen

Social media screening provides an additional layer of insight that traditional background checks may not capture—helping employers identify risks early and hire with greater confidence.

## Learn How Social Media Screening Can Strengthen Your Hiring Process

Contact us today to add this service to your background screening program.



Smarter**Minds.**

Smarter**Intel.**

Smarter**Hires.**

For 20 years, SmartHRCheqs has been a leader in the pre-employment screening community. We are revolutionizing background screening with smarter intelligence and a human touch. As an all-U.S.-based team, we deliver comprehensive, accurate, and efficient employee screening solutions tailored to your organization's needs. We leverage cutting-edge technology, industry expertise, and a commitment to compliance to provide actionable insights that help you make informed hiring decisions. With a focus on security, integrity, and transparency, SmartHRCheqs is your trusted partner in building a secure and dynamic workforce.

**Discover for yourself what makes us different.**

Contact us for a free compliance review and we'll help you identify any points of weakness in your screening policies and products that could save you time, money, and help your program become more accurate with actionable results.

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