



RECOMMENDED PRACTICES

BACKGROUND CHECKS

The International Nanny Association recommends these practices but has no authority to require a member to adhere to them. INA does not represent that the Association has the authority to discipline a member for a violation of the letter or spirit of what is recommended. Consequently, the INA assumes no responsibility or liability for the action of any member of the Association.



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BACKGROUND CHECKS

All caregivers. The INA recommends that a background check should be completed on all caregivers who are with a child of any age for any length of time.

Gather accurate information. The INA recommends that anyone providing a background check for individuals caring for children require identity verification and authentication to ensure that the caregiver is using real and accurate information about his or her own identity (and not someone else's identity). This includes the alternate name and alias searches.

Investigate employment, history, credentials, and licenses. The INA recommends that anyone providing a background check for individuals caring for children investigate verification of employment, educational history, credentials and licenses with the individuals or companies the caregiver lists.

Complete criminal searches. The INA recommends that anyone providing a background check for individuals caring for children complete state and county criminal records searches for every jurisdiction where the caregiver lived for at least the last seven years depending upon applicable state laws.

Check sex offender registry. The INA recommends that anyone providing a background check for individuals caring for children check sex offender registry for all 50 states, D.C., Puerto Rico and Guam or any other country the candidate is applying for a position.

Review driving record. The INA recommends that anyone providing a background check for individuals caring for children review the candidates driving record, if applicable.

Comply with applicable laws. The INA recommends that anyone providing a background check for individuals caring for children comply with FCRA and all other applicable laws.

Update regularly. The INA recommends that background checks be updated annually