



TRUST & TRANSPARENCY IN HIRING: BUILDING HIGH-PERFORMING TEAMS



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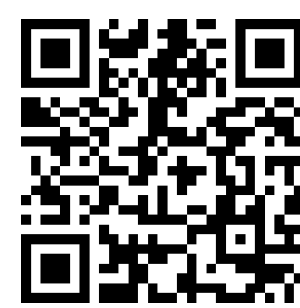
Free entry with pre-registration

 **Thursday, 24 April 2025**
 **06:00pm – 8:00pm**

 **05:30pm – 06:00pm**
Networking opportunity

 **Loyola Auditorium, St Joseph's Institute of Management, 28/1, Primrose Rd, Bengaluru**

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Group Discussion: Rethinking Background Verification

Team Discussion (20 minutes)
4–5 participants per team.

Teams explore the dilemma and use the reflection prompts to challenge norms and design alternatives.
Team Presentation (4 minutes)

Each group shares:

- Their insights on the dilemma
- Proposed changes, solutions, or provocations
- Questions they still wrestle with



Case Scenarios + Reflection Questions

Case
Scenario

1

The Redemption Paradox

A candidate has a non-violent felony from 7 years ago. Since then, they've led community change efforts and kept a clean record.

- How do we decide when someone deserves a second chance?
- What does a future-focused background check look like?



Case
Scenario

2

Ghost Companies and Gig Work

A candidate's best work happened in freelance and informal startups — no formal verification trail exists.

- How can verification systems evolve to recognize non-traditional work?
- What might a portfolio- or peer-validated model look like?



Case
Scenario

3

Algorithmic Red Flags

An AI tool flags a candidate due to an old controversial blog post.

- Should candidates have the right to audit their background reports?
- How do we protect against automated bias?



Case
Scenario

4

The Confidential Reference Problem

An anonymous reference says the candidate is "difficult." No evidence. The candidate never knows.

- Should candidates see everything said about them?
- How can we rebuild transparency in the reference process?



Case
Scenario

5

Employer Retaliation Risk

A candidate asks not to contact their current manager. You need verification — but they fear retaliation.

- How can background checks respect current job safety?
- Should some checks be candidate-controlled or delayed?



Case
Scenario

6

The "Right" Kind of Risk

One candidate has a minor theft record; another faked a degree. Only one is flagged.

- Are we consistent in the risks we tolerate?
- Should there be a public risk framework for hiring?



Case
Scenario

7

Identity vs. Privacy

A trans candidate has legally changed their name. Your tool surfaces their old identity.

- Should candidates control how their identity is surfaced?
- What does a privacy-first verification system look like?



Case
Scenario

8

Global Talent, Local Rules

In one country, being LGBTQ+ is illegal. Your legal team insists on using local checks.

- Do ethical standards override compliance?
- How do we protect candidates in discriminatory systems?



Case
Scenario

9

The Clean History Bias

The cleanest CVs tend to come from the most privileged backgrounds.

- Are we mistaking privilege for "low risk"?
- What would a strength-based verification system look like?



Case
Scenario

10

Your Own Employees Wouldn't Pass

If current team members were re-screened today, some would fail.

- What does that reveal about our standards?
- Should verification policies evolve with time?



Case
Scenario

11

The Privilege of a Second Chance

An executive lied about their degree but has delivered strong results since.

- Are some lies more forgivable than others?
- What does equity in accountability look like?



Case
Scenario

12

The Algorithm Can't Read Context

Short stints on a CV are flagged — but the candidate was a caregiver.

- Should systems ask why before judging what?
- How can human context be built into automated tools?



Case
Scenario

13

You Broke It, You Own It

A false negative background check ruins a candidate's chance.

- Who should be held accountable for verification errors?
- Should candidates have legal recourse?



Case
Scenario

14

Silenced by NDAs

The candidate can't disclose why they left their last role — it was abusive, but they signed an NDA.

- How do NDAs distort background checks?
- Should hiring systems allow space for untold truths?



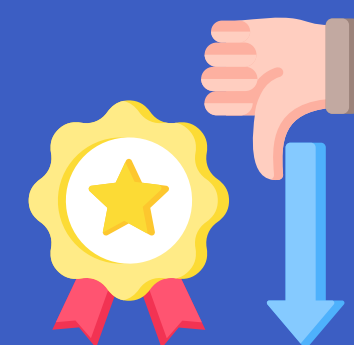
Case
Scenario

15

Reputation by Association

A candidate worked under a now-disgraced leader. You wonder if they're compromised.

- Should we assume someone shares their boss's values?
- How do we verify integrity, not just proximity?



Case
Scenario

16

No Digital Footprint = Red Flag?

The candidate has no social media or online presence. Some team members find it "off."

- Are we biased against privacy?
- Should digital silence be a protected choice?



Case
Scenario

17

They Sued Their Last Employer

The candidate joined a lawsuit for discrimination — and won.

- Should this be seen as a red flag or green flag?
- How do we honor justice-seeking behavior in hiring?



Case
Scenario

18

The Credit Score Dilemma

The candidate's credit history isn't great — but they're not applying for a financial role.

- Should credit ever be part of background checks?
- Are we punishing poverty with policy?



Case
Scenario

19

Employee Turned Whistleblower

You're re-hiring a former employee who once reported unethical behavior.

- Should whistleblowers be welcomed back or quietly excluded?
- How do we signal we're a company that protects truth-tellers?



Case
Scenario

20

You Built a Wall, Not a Filter

Your verification process screens out over 30% of applicants — including many from underrepresented groups.

- Are we protecting the company or excluding opportunity?
- What could a radically inclusive background policy look like?

