

### Background Check Provider

This article only addresses the formal background check part of the vetting process. For context, please visit [this page](#) first.

#### Introduction

[Pathful Connect](#) is a cloud-based platform that connects educators with industry professionals for live, interactive, virtual sessions to make curriculum topics relevant for students every day. We help educators expose students to different career and education paths, and industry professionals provide real-world applications to what students are learning.

As a 100% virtual platform, we have policies and controls in place to provide safety and security for students. In addition, because our industry professionals come through several different channels, we have processes in place to vet them.

As a platform that focuses on leveling the playing field for student access to professionals and careers, we believe we should not indiscriminately exclude professionals from giving back to the community. We also believe that individuals with criminal backgrounds who have turned their lives around can be very successful in their careers and be powerful role models for students.

As such, we have engaged a leading background search company, Checkr, to conduct the background checks on our behalf. Checkr's mission is tied to fair-chance hiring and is a socially-conscious company that has become one of the top background check providers in its seven years of existence. Checkr executives hold courses on and speak at conferences around the country about [Fair Chance hiring](#) and recently received a grant to help candidates with the financial burden of expungements.

At no charge, Checkr provides all candidates with access to the results of their background checks and also provides them with a portal to view their information and connect candidates to companies committed to second-chance hiring. By applying new technologies to the background check industry, they're having a positive impact on issues such as racism, homelessness, prison overpopulation, generational oppression and subjugation, among others.

#### About the Background Check from Checkr

Checkr is an FCRA ([Fair Credit Reporting Act](#)) compliant site that conducts background checks for many organizations and must follow strict protocols in doing so. Their clients include companies such as Netflix, AirBnB, Lyft, and GrubHub. Some additional background about Checkr can be found [here](#).

The only data Pathful Connect provides to Checkr is the professional's email address. The professional provides all other information directly to Checkr. This data includes the following: Legal name, Date of Birth, Social Security Number, Zip Code, Contact Phone, and Contact Email.

Pathful Connect does not collect or store any background check data. Checkr reports to Pathful Connect only whether the professional is cleared or not (more information on this below) and on what date, which is data Pathful Connect needs in order to grant (or deny) the professional access to live Pathful Connect sessions.

Pathful Connect does not have access to anyone's Social Security number. Checkr uses Social Security numbers as a pointer to identities tied to the Social Security number that is run against the background data. [Here](#) is more information on how Checkr uses Social Security numbers.

Information on Checkr's security and data protection protocols can be found [here](#).

### **How do I get started?**

You will receive an email from [support@checkr.com](mailto:support@checkr.com) after you accept or offer a session with a link to get started.

### **What information do you collect?**

Pathful Connect doesn't collect any information. We only provide an email address to Checkr and you provide the rest of the information on their site. The data asked for includes: Legal name, Date of Birth, Social Security Number, Zip Code, Contact phone, Contact email.

Pathful Connect does not have access to anyone's Social Security number. Checkr uses Social Security numbers as a pointer to identities tied to the Social Security number that is run against the background data. [Here](#) is more information on how Checkr uses Social Security numbers.

Information on Checkr's security and data protection protocols can be found [here](#).

### **Do I have to pay for it?**

No. Pathful Connect will incur all costs.

### **What if you find something?**

You will have access to the full report on Checkr. In compliance with the FCRA, Checkr has a process in place to dispute any findings.

### **Do I have to do this for every session?**

The checks are done only if you haven't completed a background check with Nepris in the last calendar year and offer to present in a session.