Hiring for Safety: Background Checks, Reference Calls, and Screening Protocols Fatality File

Inadequate Screening Leads to Safeguarding Failure

A childcare organization hired a staff member urgently without completing full reference checks due to staffing pressure. Within months, concerns were raised about boundary awareness and professionalism with children.

A later review found that previous supervisors would have shared similar concerns if contacted. The organization faced regulatory scrutiny and reputational damage.

The incident reinforced the importance of completing all screening steps, even during staffing shortages.