



# TOP 5 RISKS WHEN HIRING HOUSEHOLD AND PROPERTY EMPLOYEES



*Candidates with problematic work histories or a variety of mental disorders are often drawn to domestic employment due to inadequate vetting policies and workplace isolation.*

**H**iring household and property employees can be a stressful and time consuming event. Be aware of the risks when interviewing, vetting, and ultimately hiring candidates.

## 1. Absence of Hiring Policies

Have a well-developed hiring policy for each property, including job postings that are EEOC compliant, written job descriptions detailing the requirements of the job, and benefit offerings.

## 2. Overconfidence in Interviewing Skills

Successful individuals tend to overestimate their ability to evaluate candidates and their references. Candidates with problematic work histories or a variety of mental disorders are often drawn to domestic employment due to inadequate vetting and workplace isolation.

## 3. Ineffective Background Checks

Online background checks are an antiquated way of vetting candidates. It is 'Hirer beware'. Consider the following. The U.S. has more than 3007, counties, an additional 64 parishes in Louisiana, 16 boroughs in Alaska, and 42 independent cities and the District of Columbia. How many counties does the online background check offer? Is the data current or out of date?

## 4. Violations of EEOC (Equal Employment Opportunity Commission)

Hiring and employment violations include discrimination in the areas of age, race, religion, sexual orientation, gender, pregnancy, and compensation.

## 5. Reference Fraud

It is not uncommon for candidates to provide fake and/or fabricated professional and personal references as well as falsified work histories,

educational backgrounds, certifications, and degrees.

## Solution

Hiring the best employees requires expertise when assessing the requirements of the job, verifying the proven abilities of each candidate, and matchmaking to employer's lifestyle.

**Engage** Teresa Leigh Household Risk Management to lower risk and safely navigate the hiring process.



TERESA LEIGH IS A NATIONALLY RECOGNIZED, AWARD-WINNING EXPERT IN THE FIELD OF HOUSEHOLD AND PROPERTY STAFF FOR UHNW AND HNW CLIENTS.