

Human resources play a crucial role in determining business strategy.

Comprising more than 100 lawyers, Mayer Brown's global employment & benefits team advises on the full range of employment law issues, both contentious and non-contentious, from recruitment to termination to restructuring, and all matters in between. Our international practice is renowned for steering clients through complex, multi-jurisdictional legislation and for delivering shrewd commercial advice.

We operate in the world's principal financial centers—in the US, Europe, Asia and the Middle East—and collaborate with a carefully nurtured selection of internationally experienced lawyers in other countries with whom we have worked closely for many years.

Our advice extends from proactively anticipating and avoiding issues to navigating and resolving matters once they become concerns.

Our strengths in employment law include employment counselling, employment litigation, employee benefits, executive compensation, global restructuring, outsourcing of human capital, employment and severance agreements, pensions plans, including fiduciary duties of employers and plan trustees, employee stock ownership and other incentive-based compensation, labour relations and union matters.

We advise on employment-related topics such as HR regulation, risk management and compliance, personal data privacy, the use of social media in the workplace, global employee mobility, diversity and inclusion, immigration, mediation, arbitration and litigation.

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Background Checks











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	Argentina 	Brazil 	Canada 	Chile 	Colombia 	Ecuador 	Mexico 	Peru 	USA 	Venezuela 	
Education and past employment records	Standard	Standard	Standard	Standard	Standard	Standard	Standard	Standard	Standard	Standard	Education and past employment records
Criminal records	Unusual	Unusual	Unusual	Unusual	Unusual	Unusual	Standard	Prohibited	Unusual	Unusual	Criminal records
Credit/financial checks	Standard	Standard	Unusual	Unusual	Standard	Unusual	Unusual	Prohibited	Unusual	Unusual	Credit/financial checks
Health checks/medical screening	Standard	Prohibited	Unusual	Unusual	Standard	Unusual	Unusual*	Unusual	Prohibited	Prohibited	Health checks/medical screening
Social media/internet search	Standard	Standard	Unusual	Unusual	Standard	Standard	Unusual	Standard	Standard	Standard	Social media/internet search
Fingerprinting	Unusual	Standard	Unusual	Unusual	Unusual	Prohibited	Unusual	Prohibited	Unusual	Unusual	Fingerprinting
Handwriting	Standard	Standard	Unusual	Standard	Unusual	Standard	Unusual	Prohibited	Unusual	Unusual	Handwriting
Union membership	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Unusual	Prohibited	Unusual	Prohibited	Union membership
Political views	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Unusual	Prohibited	Unusual	Prohibited	Political views
Drug and alcohol testing	Unusual	Unusual	Prohibited	Unusual	Unusual	Unusual	Standard	Unusual	Unusual	Unusual	Drug and alcohol testing

* Pregnancy tests are prohibited.

 Background check is prohibited and/or permitted only in extremely limited circumstances

 Background check is unusual and/or permitted only in limited circumstances

 Background check is standard practice