

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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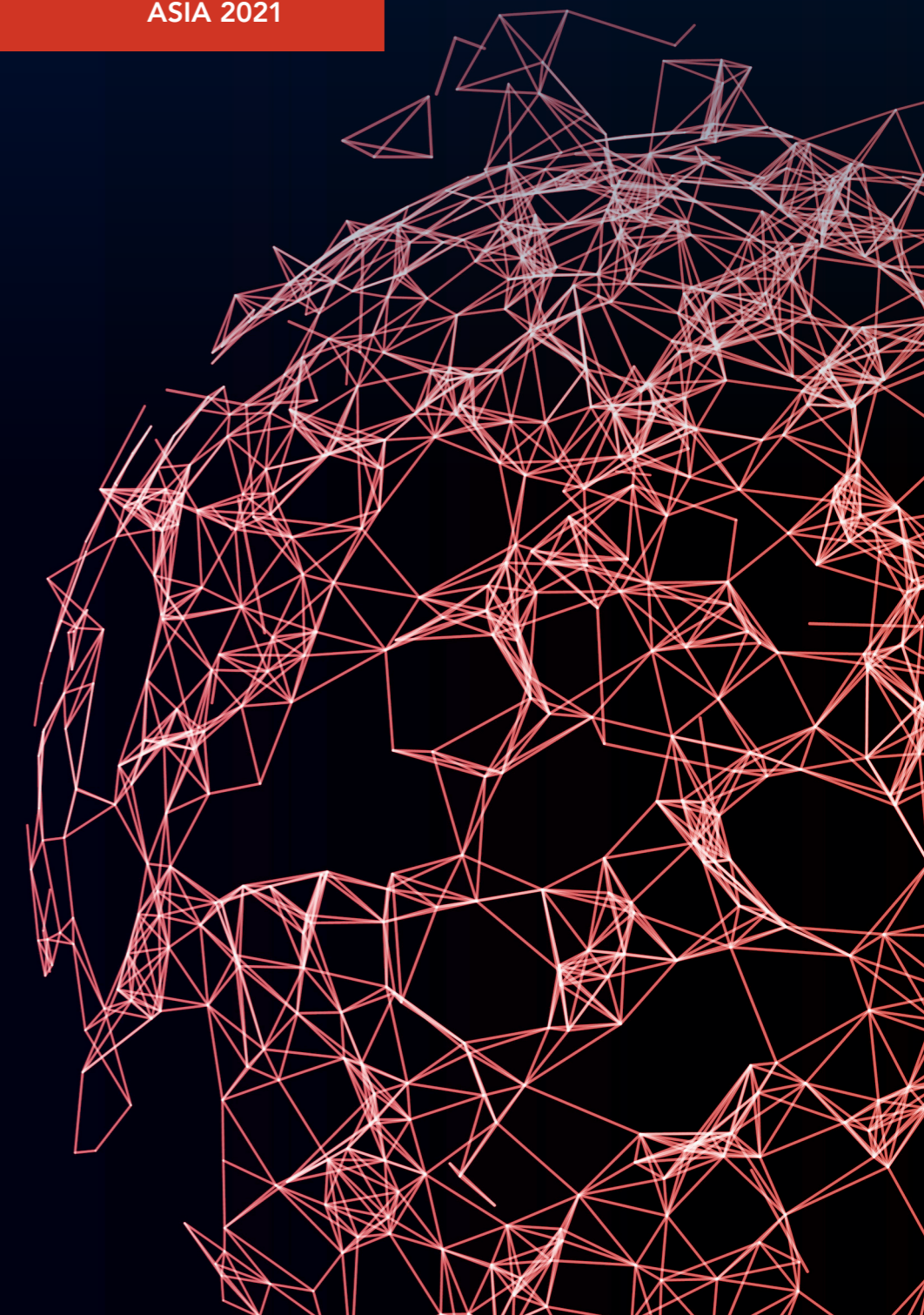
# Background Checks

## Traffic Lights

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	Australia	China	Hong Kong	India	Indonesia	Japan	Macau	Malaysia	Myanmar	New Zealand	Pakistan	Philippines	Singapore	South Korea	Taiwan	Thailand	Vietnam		
																			
Education and past employment records	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Education and past employment records
Criminal records	Green	Yellow	Green	Green	Green	Red	Yellow	Yellow	Green	Green	Green	Green	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Criminal records
Credit/financial checks	Green	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Credit/financial checks
Health checks/medical screening	Green	Green	Yellow	Yellow	Green	Yellow	Yellow	Green	Green	Yellow	Green	Green	Green	Yellow	Green	Green	Green	Green	Health checks/medical screening
Social media/internet search	Green	Yellow	Yellow	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Green	Yellow	Yellow	Social media/internet search
Fingerprinting	Yellow	Yellow	Red	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Fingerprinting
Handwriting	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Handwriting
Union membership	Red	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Red	Yellow	Yellow	Red	Yellow	Red	Yellow	Green	Union membership
Political views	Red	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Red	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Political views
Drug and alcohol testing	Yellow	Yellow	Yellow	Yellow	Green	Red	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Green	Green	Drug and alcohol testing



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