internal security controls

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security

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internal security controls

- “government watchdogs say security on biological agents, nuclear materials lax since september 11
- investigators reviewing federal safeguards against terrorism found lax oversight at hundreds of agriculture department laboratories
**Internal Security Controls**

- Background Investigations
- Drug Screening
- Interviews
- Lighting
- Cameras

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**Background Investigation**

- G. L. v. Kaiser Hospitals Inc. - Hospital is liable for employee’s misconduct only if the hospital was itself negligent for employing or retaining the employee.
- Doris Louise Haight v. Savoy Apartments - Apartment complex has a duty to investigate employee’s background. The employee had a prior felony conviction.
Background Investigations

- Database Services
  - These services access databases across the country
  - $75.00 - $300.00
  - Success with a database search will depend on the quality and quantity of identifying data
  - They are convenient

Background Investigations

- Preparing for the background check
  - Have the applicant sign a release authorizing the employer to obtain information from public records
  - Background checks protect the employer
  - Background checks put applicants on notice
Background Investigations

- Get adequate information from the applicant
  - Full names
  - Social security number
  - Driver’s license number
  - Full addresses
  - Employment history with no gaps
  - References

Background Investigations

- Evaluating the information provided
  - Don’t allow post office box number to qualify as a residence
  - Be alert to the possibility that a real address may only be a mail drop
  - Be suspicious of dead ends
  - Look for inconsistencies and ellipses
Background Investigations

- Develop references
- Conduct Interviews
- Go by your gut feeling
- Ask “would you rehire”

Limitations
- The applicant was never caught for crimes committed
- Applicant was guilty of crimes but was acquitted, found not guilty, or charges were dropped
- Applicant pled to a lesser charge
- You receive less than honest evaluations
Pre-Employment Interviews

- Detecting Deception
  - Eye movement
  - Stress
  - Use of qualifiers and modifiers
  - Body language
  - Chronological description of events

Physical Security

- Lighting
  - .5 footcandles in open areas
  - 10.0 footcandles at personnel entrance ways
  - 1.0 footcandles when used in conjunction with cameras
Physical Security

- Cameras
  - Internal
  - External
  - Domed
  - Low light
  - Covert
  - Field of vision

Drug Screening

- Because of potential issues, many companies are now drug screening
  - McDonalds
  - Wendy’s
  - Progress Energy
  - Risk Management Associates
  - Florida Power
Drug Screening

- Drugs of choice
  - Cocaine
  - Marijuana
  - Prescription drugs
  - Hallucinogenic

Drug Screening

- Available Services
  - LabCorp
  - Alcohol and Drug Testing Inc.
  - EMSI
  - Corporate Support Systems Inc.
  - IntraMed Testing and Institute
  - Wolfe and Associates