SOCIAL SECURITY NUMBER & DATE OF BIRTH COLLECTION POLICY

ApplicantPool is committed to protecting the privacy and security of personal information gathered during the application process and stored ApplicantPool's Applicant Tracking System. Due to the sensitive nature of the data collected by our system, our policies were implemented to safeguard applicants' personal privacy in addition to the privacy of corporate records by reducing the security risk concerning personal information to both the client and ApplicantPool. To ensure the highest level of integrity to both our clients and candidates alike, ApplicantPool neither collects nor stores social security numbers or date of birth information.

1. Social Security Numbers are unwarranted for EVERY Applicant:

It is unnecessary to collect the SSN of each individual who applies for a position at your company. Oftentimes, the SSN is only required AFTER the applicant has been hired and this information can be gathered when the new hire completes the W-4 and the I-9 forms needed for government tax purposes and payroll systems. If the SSN is needed in order to conduct the preliminary background check, most background check companies request an authorization form to be completed by the applicant, so it's suggested that the SSN be collected at this point. Bear in mind that ApplicantPool does have the ability to accommodate your current background check process. We also offer an integrated background check solution that will allow you to request and view background check reports within the Admin area.

2. Requiring a Social Security Number can decrease the number of applicants willing to apply for your position:

Collecting and requiring a SSN during the application process will actually reduce your applicant pool. All major job boards, career centers, coaches, etc. advise job seekers against providing their SSN number to an employer when applying for a job due to its lack of necessity; not to mention the fact that the general population is very leery of divulging personally sensitive information online regardless of the hype surrounding a system's security measures. In theory, an applicant could apply for literally tens of hundreds of positions/companies throughout the course of their job search, and if they were to provide their SSN to all of those organizations; they would be dramatically increasing their risk of identity theft. It is very simple and common for an individual to pose as a legitimate company, post jobs on job boards, and collect this information from applicants. As a direct result, it has been documented by various companies, that requiring or asking for this information will intimidate potential applicants and greatly decrease your quality applicant pool.