1. Do you feel continual screening will be a help or hindrance to the organization?

Yes, Continuous Screening is a necessary activity which would help the organizations to have employees who are responsible and lead to a good threat-free environment. Continuous Screening will lead to identifying the environment where they have the loopholes and security breach points and also help to engage the employees being responsible.

1. What are some of the potential ways in which an employee can be continually screened?

Screening employees must be a continuous process and it should be done on regular intervals without notifications. In my previous company, there used to be a team who do come for compliance and screening and auditing. Typically when if there is any internal audit we would get notified and they used to hold one session what we need to do and how we have to be. Among that was keeping the desk clean with no sticky notes. We had a weird rule for us that we were not allowed to have a notebook or any white papers inside the OCD and only green papers provided even at the printers. we should have our desk and monitors in clean and passwords ( Citrix OTPS) sent on the skypes should be cleaned up etc.

Each time When I had to shift the project even if it is internal, I have to go through the security Screening so that they will check whether I am legally authorized and my behavior and various other aspects even they send people from the third party company to literally verify from neighbors where I live. That was ridiculous though. But as the article says

* Verifying the individual's identity
* Verifying his or her right to work.
* Verifying employment history and qualifications;
* Checking if there are any criminal records

Are the preliminary checks or the screening which companies do. These must be done in a periodic manner which would be held everyone responsible.

1. Do you feel this is a violation of the employee's privacy or a necessity?

This is a necessary step though but there should be limitations not like dropping someone at your house to check out whether I live at my permanent place or not. Which could be even rectified from the passport or any other documents which provide the necessary details upon it. Even though I would be informed that the professionals are coming out to verify the address which I have given I do not personally feel good and I feel they are really evading the privacy of the employee.

1. How could this be implemented?

* They should have well documented and easily understandable policy’s which define the discipline.
* Countermeasures should be defined, justified and also known to people.
* The Screening should be taken periodically and also they should provide strict actions which employees have to face so that they should know it is really important.