

# Data Privacy in the Workplace

Employers today face a growing challenge. As they implement sophisticated technology to make the workplace more efficient, they must also guard employees' data and protect their brand while staying compliant with a myriad of data privacy laws. We help clients overcome this challenge. We advise businesses on best practices in order to avoid costly litigation, government enforcement actions and negative publicity.

Our team includes Certified Information Privacy Professionals who are well-versed in the spectrum of data privacy laws, responses and risks. We advise businesses on how to protect both employees' and consumers' personal data. Our attorneys are well-versed in compliance requirements given federal and state statute, including the Illinois Biometric Privacy Act (BIPA) and the California Consumer Privacy Protection Act (CCPA). We audit existing procedures and practices consistent with industry standards and legal requirements to reduce the risk of a data breach and counsel clients on compliance considerations involving consumer protection regulations, data privacy practices, notification requirements and advertising compliance. We help our clients keep employment records secure, protect electronic systems, and establish protocols when terminating employees.

In the event a data breach does occur, our team will coordinate the incident response plan or data breach plan, which includes a team of forensic, security, public relations and insurance professionals. We are ready to protect our clients against all types of data-related litigation.

We assist employers, managers and business owners with the following:

- Training human resource employees on record retention and data privacy for employees and potential new hires
- Develop policies to regulate workplace technologies and avoid data loss
- Ensure compliance with data privacy laws such as BIPA, GDPR, GINA, HITECH Act and HIPAA
- Help businesses implement a rapid response plan if a data incident occurs
- Develop policies to mitigate risks and protect a business regarding social media, remote work, using personal devices and drug testing
- Defend claims alleging privacy or security breach
- Assist with data breach response and notification

## PROFESSIONALS

Molly A. Arranz  
Partner

Timm W. Schowalter  
Partner

## Experience

Coordinated the Response when a Small Company Suffered a Data Incident After an Employee's Laptop was Stolen

Represented a Hospital in a Data Breach Orchestrated by Former IT Employees

Investigated Data Incident with a Web Server

## Firm News

Subscribe to Amundsen Davis's Litigation Nation Podcast for the latest legal updates!

Firm News, February 10, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List

Firm News, *Amundsen Davis*, January 23, 2023

42 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023

Firm News, August 18, 2022

## In the Media

Law Firms Weigh in on Privacy Rules for Biometrics for Online Work and School - BiometricUpdate.com Quotes Molly Arranz

Media Mention, *BiometricUpdate.com*, April 28, 2020

## Alerts

Best Business Practices to Prevent or Reduce the Risk of Wire Transfer Fraud

Article, *Amundsen Davis Cybersecurity & Data Privacy Alert*, June 14, 2023

## Events

Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, September 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future

Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

2024 Labor & Employment Law Update

Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

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2024 State and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL,  
February 13, 2024

10th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL,  
December 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar  
Event, Livestream, September 13, 2023

Illinois BIPA Law Developments & Liabilities: Why You and Your Business Should  
Care  
Speaking Engagement, AssuredPartners, Webcast, June 28, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Biometric Information Privacy Act Update  
Speaking Engagement, Valley Industrial Association; Webcast, April 13, 2023

Eighth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Live-stream, September 21, 2022

### Blog Posts

State and Local Employment Law Update – Family Leave, Fair Labor Standards  
Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

Illinois' Genetic Information Privacy Act Litigation Trends and Why Employers  
Need to Pay Attention  
*Labor & Employment Law Update*, March 20, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy  
in Place by 12-31-23!  
*Labor & Employment Law Update*, December 18, 2023

Genetic Information Discrimination: FAQs for Employers  
*Labor & Employment Law Update*, April 20, 2023

It's Now Official --- A Union Worker's BIPA Claims are Subject to Federal Labor  
Law Preemption  
*Labor & Employment Law Update*, March 27, 2023

The Hits Keep Coming: Illinois Supreme Court Finds Claims Accrue Upon Each  
Scan or Transmission Under BIPA  
*Labor & Employment Law Update*, February 17, 2023

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Illinois Supreme Court Confirms a 5-Year Statute of Limitations Applies to All BIPA Claims

*Labor & Employment Law Update*, February 2, 2023

The California Privacy Rights Act Brings New Data Requirements for Employers in 2023

*Labor & Employment Law Update*, December 7, 2022

Top Five Data Privacy Considerations Before Using Online Hiring Platforms

*Labor & Employment Law Update*, June 9, 2022

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments

*Labor & Employment Law Update*, October 9, 2020

Illinois Supreme Court Rules Actual Damages, Injury or Harm Not Necessary in Biometric Privacy Case

*Labor & Employment Law Update*, January 25, 2019

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