



Employee Data Privacy – Colombia

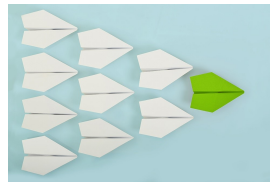
Security Requirements

What security obligations are imposed on data controllers and data processors?

Security requirements may not always be included in the data protection law but are key to guaranteeing lawful processing of personal data. The entity processing the data must take all useful precautions with respect to the nature of the data and the risk presented by the processing, to preserve the security of the data and, prevent alteration, corruption or access by unauthorized third parties.



Appropriate technical and organizational measures should be implemented to ensure a level of security appropriate to the risk. In Colombia, Law 1266, Law 1581, and Decree 1388 impose general security standards on controllers and processors. Data controllers (such as employers) and data processors must implement necessary technical, physical and administrative safeguards in order to ensure the safety of databases and to prevent damage, loss, and unauthorized use or access.



HR Best Practices:

Ensure contracts with service providers detail the security and confidentiality measures that will be implemented. In addition, regularly train employees who may have access to personal information, to ensure that they are following all technical and organizational security measures that have been put in place.

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