

LGPD in the Human Resources Sector



What will the impact be?

The General Data Protection Law (LGPD) applies to the data of all applicants and employees in the company, regardless of the type of employment contract. This means that they will have more rights to the information that concerns them, such as the transparency, security, access, correction and even deletion of certain data

What are the main issues to be aware of?

- 1 Employee biometric and health data
- 2 Data of unsuccessful applicants
- 3 Ethnic origin, union membership, political, religious and sexual preference
- 4 Displaying the image of employees
- 5 Agreements with third-party companies
- 6 Internal investigations and performance reports
- 7 Monitoring the environment/corporate equipment

Tips for complying with the LGPD



Data protection clauses in employment contracts



Review period for keeping information on former employees



Privacy notices for applicants/employees



Know how and when to exercise rights to access, correct and delete data



Delete data about unsuccessful applicants



Evaluate agreements with suppliers and service providers



Raise awareness in the department about the importance and risks of handling personal data



Organize training on data protection in collaboration with other areas (e.g., DPO, legal, compliance e security)



Evaluate the impact of using sensitive data (e.g., relating to ethnicity, health or sexual preference)



Consider personal data protection when using applicants' or employees' data