

☐ File No.: PS/00465/2021

## RESOLUTION OF PUNISHMENT PROCEDURE

Of the procedure instructed by the Spanish Agency for Data Protection and based on  
to the following

### BACKGROUND

FIRST: A.A.A. (hereinafter, the complaining party) dated June 17, 2021

filed a claim with the Spanish Data Protection Agency.

The claim is directed against CITY COUNCIL OF OURENSE with NIF P3205500F

(hereinafter, the claimed party).

The reason on which the claim is based is that the claimant, a union representative by  
the SPPME union claims against Local Administration claimed because it does not adopt  
the proper security measures in the data management of Police workers  
Municipal.

He justifies his statements by stating that the aforementioned council:

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publishes data of municipal police officers on the bulletin boards in

the Local Police Headquarters, exposing them to all workers.

the delivery of personal documentation is made in which data of

other colleagues, through unsealed envelopes; Y

has installed a video surveillance system in the garage inside the building, without

having informed the workers about their placement, and despite the fact that there

poster, it does not indicate who is responsible for the treatment or where

You must go to exercise your rights.

As evidence of the reported facts, the following is provided:

□

copy of the Notice Board, where agent data appears, in relation to  
to communication of vacation periods; as well as a resolution  
denial of vacation request in which a list of  
refusals, and it is not a particular communication.

□

an email sent to the DPD of the City Council exposing said situation.  
It does not provide images of the location of the cameras.

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2/14

SECOND: In accordance with article 65.4 of Organic Law 3/2018, of 5  
December, of Protection of Personal Data and guarantee of digital rights (in  
hereinafter LOPDGDD), said claim was transferred to the claimed party, on 28  
of June 2021, and it is reiterated on August 12, 2021, to proceed with its  
analysis and report to this Agency within a month, of the actions carried out  
carried out to adapt to the requirements set forth in the data protection regulations.  
No response has been received to this request.

THIRD: On September 21, 2021, the Director of the Spanish Agency  
of Data Protection agreed to admit for processing the claim presented by the  
claimant.

FOURTH: On November 10, 2021, the Director of the Spanish Agency  
of Data Protection agreed to initiate a sanctioning procedure against the claimed party,

for the alleged infringement of article 5.1.f) of the RGPD, article 32 of the RGPD and article 13 of the RGPD, typified in article 83.5 of the RGPD.

FIFTH: Having been notified of the aforementioned initiation agreement, the respondent submitted a written pleadings stating the following:

In relation to the video surveillance system, it is indicated that the person in charge is the City Council object of this claim, there are different posters in the building police with the legend "video surveillance area", both at the entrance of the same, by the main door as in the entrance to the garage.

The management of the video surveillance system is carried out by personnel from the center itself (a police), without maintenance being contracted with any company for part of the Town Hall.

In the garage area of the police offices there are a total of of 4 cameras not fictitious, but in operation, the conservation period is 1 month.

The activity log sheet can be consulted at the following link: \*\*\*URL.1

The images from the cameras can only be viewed "in situ", that is, in the where the recorder is located, which is a locked room.

The cameras are located in a common area (garage), they have not been installed nor is there a camera in areas that are not allowed, such as locker rooms, rest or restrooms.

In relation to the publication on the bulletin board, the city council claimed wants to state that the notice board is located at the headquarters of the Headquarters of the Local Police, being the entrance of the same subject to the surveillance of external personnel and with the appropriate access controls.

These boards exist in the rest of the State Security Bodies and Autonomous communities.

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3/14

Its purpose is to announce, facilitate and transfer information of interest to users.

police workers related to the police service forever, such as:

service lists of the days in which the police officers work (with their name, codes

professionals, assigned sections, if they are on statutory rest,

vacations, personal affairs, etc.). Likewise, announcements and

various notices of internal regime, Service Orders, concession lists or

denial of permits with the name of the police (own affairs, festivities,

shift changes and exchanges between police officers, etc.)

In the Security Corps, work is carried out in shifts, both in the morning,

such as afternoon and night and 365 days a year, so it is one of the instruments

that make it possible to provide the information that workers need within a

police organization, as not all of them were on duty neither on the same shifts nor

at the same times.

In the attached photograph, of one of the writings posted on said board and

referring to the holiday period, they appear as in many other advertisements

(previously indicated), the names of the police officials, not data

sensitive or specially protected or others such as telephones, ID,

addresses, emails, etc., in order, in this specific case, to inform the

policemen the situation that, at that time, affected the enjoyment of his period

holiday and this for the purpose of having, sufficiently in advance, the

scheduling of work in the summer season in relation to work-life balance measures

family and work life.

SIXTH: On December 9, 2021, the instructor of the procedure agreed to the opening of a period of practice tests, considering incorporated the previous investigation actions, as well as the documents provided by the reclaimed.

SEVENTH: On January 7, 2022, a resolution proposal was formulated, proposing that the Director of the Spanish Data Protection Agency

IMPOSE the CITY COUNCIL OF OURENSE, with NIF P3205500F, for a infringement of article 5.1.f) of the RGPD, article 13 of the RGPD and article 32 of the RGPD, typified in article 83.5, the first two and in article 83.4 of the RGPD the last of them, a sanction of warning.

Of the actions carried out in this procedure and the documentation in the file, the following have been accredited:

#### PROVEN FACTS

FIRST: The denounced council makes public personal data of its workers through the Notice Board of the Local Police Headquarters, indicating Data relating to communication of denied vacation periods.

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4/14

Secondly, it is also denounced that the poster for the video-monitored area of the denounced city hall, does not indicate who is responsible for the treatment and where address for the exercise of rights.

Thirdly, it is stated that the denounced city council provides information

staff in open envelopes.

SECOND: The city council states in relation to the publication on the Board of Announcements the respondent wants to state that the bulletin board is one of the instruments that allow providing the information that workers need within of a police organization, since not all of them are on duty or in the same days or at the same times, and which is located at the headquarters of the Headquarters of the Local Police, being the entrance of the same subject to the surveillance of external personnel and with the appropriate access controls.

In relation to its video surveillance system, it states that there are different posters in the police building with the legend "video surveillance area", both at the entrance of the same, through the front door as in the entrance to the garage and that the cameras are are located in a common area (garage), and that have not been installed or exist any camera in areas not allowed such as locker rooms, rest, or toilets.

## FOUNDATIONS OF LAW

By virtue of the powers that article 58.2 of the RGPD recognizes to each authority of control, and according to the provisions of articles 47 and 48 of the LOPDGDD, the Director of the Spanish Agency for Data Protection is competent to initiate and to resolve this procedure.

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II

Article 6.1 of the RGPD establishes the assumptions that allow the legalization of the treatment of personal data.

For its part, article 5 of the RGPD establishes that "personal data will be:

"a) processed in a lawful, loyal and transparent manner in relation to the interested party ("lawfulness, loyalty and transparency»);

b) collected for specific, explicit and legitimate purposes, and will not be processed subsequently in a manner incompatible with those purposes; according to article 89, paragraph 1, the further processing of personal data for archiving purposes in public interest, scientific and historical research purposes or statistical purposes are not deemed incompatible with the original purposes ("purpose limitation");

c) adequate, pertinent and limited to what is necessary in relation to the purposes for which that are processed ("data minimization");

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5/14

d) accurate and, if necessary, updated; all measures will be taken reasonable to eliminate or rectify without delay the personal data that are inaccurate with respect to the purposes for which they are processed ("accuracy");

e) kept in a way that allows the identification of the interested parties during longer than necessary for the purposes of the processing of personal data; the Personal data may be kept for longer periods provided that it is processed exclusively for archival purposes in the public interest, research purposes scientific or historical or statistical purposes, in accordance with Article 89, paragraph 1, without prejudice to the application of the appropriate technical and organizational measures that This Regulation is imposed in order to protect the rights and freedoms of the interested party ("limitation of the retention period");

f) processed in such a way as to ensure adequate security of the data including protection against unauthorized or unlawful processing and against its loss, destruction or accidental damage, through the application of technical measures

or appropriate organizational ("integrity and confidentiality").

The data controller will be responsible for compliance with the provisions of section 1 and able to demonstrate it ("proactive responsibility")."

Secondly, it should be noted that the security of personal data comes regulated in articles 32, 33 and 34 of the RGPD.

Article 32 of the RGPD "Security of treatment", establishes that:

"1. Taking into account the state of the art, the application costs, and the nature, scope, context and purposes of the treatment, as well as risks of variable probability and severity for the rights and freedoms of individuals physical, the person in charge and the person in charge of the treatment will apply technical measures and appropriate organizational measures to guarantee a level of security appropriate to the risk, which in your case includes, among others:

- a) pseudonymization and encryption of personal data;
- b) the ability to ensure confidentiality, integrity, availability and resilience permanent treatment systems and services;
- c) the ability to restore the availability and access to the personal data of quickly in the event of a physical or technical incident;
- d) a process of regular verification, evaluation and assessment of the effectiveness of the technical and organizational measures to guarantee the security of the treatment.

2. When evaluating the adequacy of the security level, particular account shall be taken of takes into account the risks presented by the processing of data, in particular as consequence of the accidental or unlawful destruction, loss or alteration of data data transmitted, stored or otherwise processed, or the communication or unauthorized access to said data.

3. Adherence to an approved code of conduct under article 40 or to a certification mechanism approved under article 42 may serve as an element



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6/14

to demonstrate compliance with the requirements established in section 1 of the present article.

4. The person in charge and the person in charge of the treatment will take measures to guarantee that any person acting under the authority of the person in charge or the person in charge and has access to personal data can only process said data following instructions of the person in charge, unless it is obliged to do so by virtue of the Right of the Union or the Member States.

The violation of article 32 of the RGPD is typified in article 83.4.a)

of the aforementioned RGPD in the following terms:

"4. Violations of the following provisions will be sanctioned, in accordance with the paragraph 2, with administrative fines of a maximum of EUR 10,000,000 or, in the case of a company, an amount equivalent to a maximum of 2% of the global total annual turnover of the previous financial year, opting for the largest amount:

a) the obligations of the person in charge and the person in charge pursuant to articles 8, 11, 25 to 39, 42 and 43.

(...)"

Thirdly, in relation to the information to be provided when the data

data are obtained from the interested party, article 13 of the RGPD establishes the following:

"1. When personal data relating to him is obtained from an interested party, the responsible for the treatment, at the time these are obtained, will provide

all the information indicated below:

- a) the identity and contact details of the person in charge and, where appropriate, of their representative;
- b) the contact details of the data protection delegate, if any;
- c) the purposes of the treatment to which the personal data is destined and the legal basis of the treatment;
- d) when the treatment is based on article 6, paragraph 1, letter f), the interests legitimate of the person in charge or of a third party;
- e) the recipients or the categories of recipients of the personal data, in their case;
- f) where appropriate, the intention of the controller to transfer personal data to a third party country or international organization and the existence or absence of a decision to adequacy of the Commission, or, in the case of transfers indicated in the Articles 46 or 47 or Article 49, paragraph 1, second paragraph, reference to the adequate or appropriate warranties and the means to obtain a copy of these or to the fact that they have been borrowed.

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7/14

2. In addition to the information mentioned in section 1, the person responsible for the treatment will facilitate the interested party, at the moment in which the data is obtained personal, the following information necessary to guarantee data processing fair and transparent

- a) the period during which the personal data will be kept or, when it is not

possible, the criteria used to determine this period;

b) the existence of the right to request from the data controller access to the personal data relating to the interested party, and its rectification or deletion, or the limitation of its treatment, or to oppose the treatment, as well as the right to portability of the data;

c) when the treatment is based on article 6, paragraph 1, letter a), or article 9, paragraph 2, letter a), the existence of the right to withdraw consent in any time, without affecting the legality of the treatment based on the consent prior to its withdrawal;

d) the right to file a claim with a supervisory authority;

e) if the communication of personal data is a legal or contractual requirement, or a necessary requirement to sign a contract, and if the interested party is obliged to provide personal data and is informed of the possible consequences of not provide such data;

f) the existence of automated decisions, including profiling, to which referred to in article 22, sections 1 and 4, and, at least in such cases, information about applied logic, as well as the importance and consequences provisions of said treatment for the interested party.

3. When the data controller plans further data processing personal data for a purpose other than that for which they were collected, you will provide the interested party, prior to such further processing, information on that other purpose and any additional information relevant under paragraph 2.

4. The provisions of sections 1, 2 and 3 shall not apply when and in the to the extent that the interested party already has the information.”

In this sense, reporting on video surveillance according to the RGPD is an obligation. included in this legislative framework.

An informative device must be available in a visible area (eg access door)

indicating that it is a video-monitored area, it must indicate the

existence of the treatment, the identity of the person in charge, as well as the possibility of

exercise the rights provided for in articles 15 to 22 of the Regulation (EU)

2016/679.

The image of a person to the extent that it identifies or can identify the person

constitutes personal data, which may be processed to di-

various purposes.

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8/14

Article 22 of Organic Law 3/2018 (December 5)-LOPDGDD- provides:

"1. Natural or legal persons, public or private, may carry out the

processing of images through camera systems or video cameras with the purpose of

to preserve the safety of people and property, as well as its installations.

nes.

The AEPD, in a related report, stipulates that it is not necessary for cartels to be

stand right below the cameras. It is enough to do it in a visible place and that it includes

open and closed spaces where the video camera circuit is operational.

This badge will be displayed in a visible place, and at least, at the entrances to the areas

guarded whether indoors or outdoors. In the event that the video-monitored space has

has several accesses, said video-surveillance area badge must be available

in each one of them.

III

The LOPDGDD in its article 77, Regime applicable to certain categories of responsible or in charge of the treatment, establishes the following:

"1. The regime established in this article will be applicable to the treatment of who are responsible or in charge:

a) The constitutional bodies or those with constitutional relevance and the institutions of autonomous communities analogous to them.

b) The jurisdictional bodies.

c) The General Administration of the State, the Administrations of the communities autonomous and the entities that make up the Local Administration.

d) Public bodies and public law entities linked or dependent on the Public Administrations.

e) The independent administrative authorities.

f) The Bank of Spain.

g) Public law corporations when the purposes of the treatment are related to the exercise of powers of public law.

h) Public sector foundations.

i) Public Universities.

j) The consortiums.

k) The parliamentary groups of the Cortes Generales and the Legislative Assemblies

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9/14

autonomous, as well as the political groups of the Local Corporations.

2. When those responsible or in charge listed in section 1 committed

any of the infractions referred to in articles 72 to 74 of this law

organic, the data protection authority that is competent will dictate

resolution sanctioning them with a warning. The resolution will establish

also the measures that should be adopted to stop the behavior or correct it.

the effects of the infraction that had been committed.

The resolution will be notified to the person in charge or in charge of the treatment, to the body of the

that depends hierarchically, where appropriate, and to those affected who had the condition

interested party, if any.

3. Without prejudice to what is established in the previous section, the data protection authority

data will also propose the initiation of disciplinary actions when there are

sufficient evidence for it. In this case, the procedure and the sanctions to be applied

will be those established in the legislation on disciplinary or sanctioning regime that

result of application.

Likewise, when the infractions are attributable to authorities and managers, and

proves the existence of technical reports or recommendations for the treatment that

had not been duly attended to, in the resolution imposing the

The sanction will include a reprimand with the name of the responsible position and

will order the publication in the Official State or Autonomous Gazette that

correspond.

4. The data protection authority must be notified of the resolutions that

fall in relation to the measures and actions referred to in the sections

previous.

5. They will be communicated to the Ombudsman or, where appropriate, to similar institutions

of the autonomous communities the actions carried out and the resolutions issued

under this article.

6. When the competent authority is the Spanish Data Protection Agency,

this will publish on its website with due separation the resolutions referring to the entities of section 1 of this article, with express indication of the identity of the person in charge or in charge of the treatment that had committed the infraction.

When the competence corresponds to a regional authority for the protection of data will be, in terms of the publicity of these resolutions, to what your specific regulations”.

#### IV

In the present case, it has been verified through the documentation in the file that the defendant violated article 5 of the RGPD, principles related to the treatment, in relation to article 5 of the LOPGDD, duty of confidentiality, when post on the police bulletin board, names and surnames of agents.

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10/14

In view of what is indicated by the claimed party, in addition to the publication of the lists with names and surnames, there is information referring to natural persons that should not be published as it goes beyond the mere organizational purpose of the work, for example, the vacations or the own affairs or permissions of each one, are all of them matters of merely personal interest, and not public.

In addition, all this information, if it continues to be published, will be linked to other data such as the license plate number or DNI, which unequivocally identifies the agent and can be well known by their peers in the workplace.

It is considered that the processing of personal data by the complained party has clearly exceeded the purpose for which they were given, mainly in the field of

of vacations, permits and own affairs.

In this regard, it should therefore be noted that it is not necessary to publish all the data that appear on the bulletin board to achieve the organizational purpose pursued by the claimed party, and that is perfectly compatible with fulfilling the duty of confidentiality.

The duty of confidentiality must be understood as having the purpose of preventing carry out leaks of personal data without the consent of their owners.

Therefore, this duty of confidentiality is an obligation that falls not only on the responsible and in charge of the treatment but to anyone who intervenes in any phase of the treatment and complementary to the duty of professional secrecy.

Second, there are clear indications that the respondent has violated the article 32 of the RGD, upon delivery of personal documentation containing data from other colleagues, by means of unsealed envelopes, allowing access to the themselves with breach of the established measures.

The liability of the claimed party is determined by the security breach revealed by the claimant, since he is responsible for making decisions aimed at effectively implementing the technical and organizational measures appropriate to guarantee a level of security appropriate to the risk to ensure the confidentiality of the data, restoring its availability and preventing access to the in the event of a physical or technical incident. However, from the documentation contributed, it follows that the entity has not only failed to comply with this obligation, but also In addition, the adoption of measures in this regard is unknown, despite having given transfer of the claim filed.

Therefore, it is estimated that the defendant would be presumably responsible for the infringement of the RGD: the violation of article 32, offense typified in its article 83.4.a).

In relation to the video surveillance system of the defendant, he states that the



camera images can only be viewed "in situ", that is, in the place where the recorder is located, that it is a locked room and that said cameras are located in a common area (garage), they have not been installed or There is no camera in areas that are not allowed, such as locker rooms, rest or restrooms.

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11/14

However, it is considered that the respondent party has a system of video surveillance, whose informative badge presents irregularities by not accrediting by the data controller despite your request, an address where to exercise legally regulated rights.

The known facts could constitute an infringement, attributable to the party claimed for violation of the content of art. 13 GDPR.

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The violation of article 5 of the RGPD is typified in article 83.5 a) of the RGPD, considers that the infringement of “the basic principles for the treatment, including the conditions for consent under articles 5, 6, 7 and 9” is punishable, in accordance with section 5 of the aforementioned article 83 of the aforementioned RGPD, “with administrative fines of a maximum of €20,000,000 or, in the case of a company, of an amount equivalent to a maximum of 4% of the turnover global annual total of the previous financial year, opting for the highest amount.

On the other hand, the LOPDGDD, for prescription purposes, in its article 72 indicates:

“Infringements considered very serious:

1. Based on the provisions of article 83.5 of Regulation (EU) 2016/679, considered very serious and will prescribe after three years the infractions that suppose a substantial violation of the articles mentioned therein and, in particular, the following:

a) The processing of personal data violating the principles and guarantees established in article 5 of Regulation (EU) 2016/679.

(...)"

The violation of article 32 of the RGPD is typified in article 83.4.a) of the aforementioned RGPD in the following terms:

"4. Violations of the following provisions will be sanctioned, in accordance with the paragraph 2, with administrative fines of a maximum of EUR 10,000,000 or, in the case of a company, an amount equivalent to a maximum of 2% of the global total annual turnover of the previous financial year, opting for the largest amount:

a) the obligations of the person in charge and the person in charge pursuant to articles 8, 11, 25 to 39, 42 and 43.

(...)"

For its part, the LOPDGDD in its article 71, Violations, states that:

"The acts and behaviors referred to in sections 4, 5 constitute infractions. and 6 of article 83 of Regulation (EU) 2016/679, as well as those that are contrary to this organic law.

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And in its article 73, for the purposes of prescription, it qualifies as "Infringements considered serious":

"Based on the provisions of article 83.4 of Regulation (EU) 2016/679, considered serious and will prescribe after two years the infractions that suppose a substantial violation of the articles mentioned therein and, in particular, the following:

(...)

g) The breach, as a consequence of the lack of due diligence, of the technical and organizational measures that have been implemented as required by article 32.1 of Regulation (EU) 2016/679".

The violation of article 13 of the RGPD is typified in article 83.5.b) of the RGPD establishes that:

"The infractions of the following dispositions will be sanctioned, in accordance with the paragraph 2, with administrative fines of a maximum of EUR 20,000,000 or, in the case of a company, an amount equivalent to a maximum of 4% of the global total annual turnover of the previous financial year, opting for the largest amount:

b) the rights of the interested parties pursuant to articles 12 to 22;"

In turn, article 74.a) of the LOPDGDD, under the heading "Infringements considered mild has:

"They are considered minor and the remaining infractions of a legal nature will prescribe after a year. merely formal of the articles mentioned in paragraphs 4 and 5 of article 83 of Regulation (EU) 2016/679 and, in particular, the following:

a)

Failure to comply with the principle of transparency of information or the right of information of the affected party for not providing all the information required by

Articles 13 and 14 of Regulation (EU) 2016/679.”

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Therefore, the facts that are the subject of this claim prove the existence of infraction by the claimed party by violating the provisions of articles 5.1.f), 32.1 and 13 of the GDPR.

Therefore, in accordance with the applicable legislation and having assessed the criteria for graduation of sanctions whose existence has been proven,

the Director of the Spanish Data Protection Agency RESOLVES:

FIRST: THAT the CITY COUNCIL OF OURENSE, with NIF P3205500F, by infringement of article 5.1.f) of the RGPD, article 13 of the RGPD and article 32 of the RGPD, typified in article 83.5, the first two, and in article 83.4 of the RGPD the last of them, a sanction of warning is imposed for each one.

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13/14

SECOND: REQUEST the CITY COUNCIL OF OURENSE, with NIF P3205500F, to protection of the provisions of article 58.2 d) of the RGPD, which adopts the measures necessary to update your "Privacy Policy" to current regulations on personal data protection, -Regulation (EU) 2016/679 (RGPD)-, adapting the information offered to the requirements contemplated in article 13 of the RGPD, must provide users, prior to the collection of data of the same, all the information required in the aforementioned precept, for which that the claimed party must take into account the provisions of article 6 of the RGPD in relation to the legality of the treatment, as well as what is indicated in article 5 of the

RGPD in relation to the purpose of the treatment and term of conservation of the data.

The text of the resolution establishes the infractions committed and the facts that have given rise to the violation of the regulations for the protection of data, from which it is clearly inferred what measures to adopt, without prejudice that the type of specific procedures, mechanisms or instruments for implement them corresponds to the sanctioned party, since it is responsible for the treatment who fully knows your organization and has to decide, based on the proactive responsibility and risk approach, how to comply with the RGPD and the LOPDGDD.

Said measures must be adopted within a period of one month computed from the date in which this sanctioning resolution is notified, and the means must be provided proof of compliance.

THIRD: COMMUNICATE this resolution to the Ombudsman, in accordance with the provisions of article 77.5 of the LOPDGDD.

FOURTH: NOTIFY this resolution to the CITY COUNCIL OF OURENSE.

In accordance with the provisions of article 50 of the LOPDGDD, this Resolution will be made public once it has been notified to the interested parties.

Against this resolution, which puts an end to the administrative procedure in accordance with art. 48.6 of the LOPDGDD, and in accordance with the provisions of article 123 of the LPACAP, the

Interested parties may optionally file an appeal for reconsideration before the Director of the Spanish Agency for Data Protection within a month from counting from the day following the notification of this resolution or directly contentious-administrative appeal before the Contentious-Administrative Chamber of the National Court, in accordance with the provisions of article 25 and section 5 of the fourth additional provision of Law 29/1998, of July 13, regulating the Contentious-administrative jurisdiction, within a period of two months from the

day following the notification of this act, as provided in article 46.1 of the  
aforementioned Law.

Finally, it is pointed out that in accordance with the provisions of art. 90.3 a) of the LPACAP,  
may provisionally suspend the firm resolution in administrative proceedings if the

The interested party expresses his intention to file a contentious-administrative appeal.

If this is the case, the interested party must formally communicate this fact by  
writing addressed to the Spanish Agency for Data Protection, presenting it through  
Electronic Register of the Agency [<https://sedeagpd.gob.es/sede-electronica->

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14/14

web/], or through any of the other registers provided for in art. 16.4 of the  
aforementioned Law 39/2015, of October 1. You must also transfer to the Agency the  
documentation proving the effective filing of the contentious appeal-  
administrative. If the Agency was not aware of the filing of the appeal  
contentious-administrative within a period of two months from the day following the  
notification of this resolution would end the precautionary suspension.

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