GDPR - New EU Privacy Rules

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General Data Protection Regulation

(EU) 2016/679 is a regulation in EU law on data protection and privacy for all individuals within the European Union. It also addresses the export of personal data outside the EU. The GDPR aims primarily to give control to citizens and residents over their personal data and to simplify the regulatory environment for international business by unifying the regulation within the EU.

NOT IN EUROPE?

THIS STILL APPLIES TO YOU

(PROBABLY)

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Also,

Why should you care?

- Enforcement Starts **May 25, 2018**
- Covers **everyone processing data about anyone who is in Europe**. Even if your company is not in Europe!
- Fines of greater of **4% of revenue, 20 million euros**!
- Apple's updated privacy policy effectively enforces it now. If you have an app on the App Store, you better know about it.
- As the person in charge of network security, database administration, and internal authentication, you're in a good position to perform most of the tasks of GDPR compliance

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Don't be like these guys

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lol

What's new in the GDPR?

- New Rights for Users
  - Right to know what's being collected
  - Right to be forgotten / erasure
  - Right to a copy of your personal data
  - Right to know what 3rd parties can see your data

- New Obligations for Companies
  - Data minimization (collection and retention)
  - Data breach procedures
  - Transparent Privacy / Cookie Policy
  - 3rd party data processors must also be compliant

- New Job: Data Protection Officer

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You need to assemble a team

What can your DevOps team do to get ready?

- Make sure the company knows about it (they need a lawyer)
- Read ICO's 12 Steps for Compliance
- Conduct a data audit
- Conduct a data security audit
- Evaluate Purpose of Data Collection
  - How is data used?
  - What is your legal basis for collection?
    - Legitimate use
    - Contract
    - Consent

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What should the rest of the team do to become compliant?

- What the Rest of the Team Needs to Do
  - Update your privacy policy
  - Inform users in App UI, website, and/or through email communications
  - Make sure your 3rd parties / data customers are GDPR compliant

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What should the rest of the team do to become compliant?

DISCORD

Hey Michael,

By now, you've probably read dozens of emails exactly like this one, so we'll keep it brief like shorts. Or briefs :thinking:

We're updating our privacy policy in preparation for the EU's General Data Protection Regulations (GDPR) later this month. Although these changes are spurred by European law, we think privacy is super important and so these changes will apply to everyone, no matter where you're located.

Here's a quick summary:

- We aren't asking to collect more data or use your personal data differently — instead, we're being more specific on how we use the information we collect, how long we keep that data, and the rights you have regarding it.
- As part of that, we're also adding information about how you can control the usage of your personal data and download the data that you've provided to us.
- Finally, we're providing more clarity around the legal bases we use to process your information, including providing the service to you, complying with the law, improving our services, fighting abuse on the system, and developing new features for you.

For the full scoop, you can review our *updated privacy policy here*. It takes effect **May 25th, 2018**. By using Discord on or after that date, you'll be agreeing to the changes. If you have questions about these changes, feel free to reach out to us at privacy@discordapp.com.

Appreciate ya,
The Discord Team

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How do I stay compliant?

- GDPR doesn't end on May 25th
  - Need to appoint (or contract) a Data Protection Officer
  - Improve processes for guaranteeing user rights under GDPR

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Resources

- **UK Information Commissioner's Office: 12 Steps to Take Now**
  https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/

- **UK Federation of Small Business GDPR Video**
  https://www.fsb.org.uk/resources/are-you-gdpr-ready/

- **Paypal: GDPR For Smaller Organizations**
  https://www.paypal.com/stories/uk/gdpr-for-smaller-organisations/

- **Speedify Privacy Policy**
  http://speedify.com/privacy-policy

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Questions?

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