

HR or Legal Implications of Security Policy Enforcement



HR Implications of Security Policy Enforcement

- The HR department is responsible for **making employees aware of security policies** and training them in the best practices defined in the policy
- The HR department works with management to **monitor policy implementation** and address any policy violation issues



Legal Implications of Security Policy Enforcement

- Enterprise information policies should be **developed in consultation with legal experts** and must comply with relevant local laws
- Enforcement of a security policy that may **violate users' rights** in contravention to local laws may result in lawsuits against the organization



Copyright © by EC-Council. All Rights Reserved. Reproduction is Strictly Prohibited.

Security Awareness and Training



- Employees are one of the primary asset of an organization and can be part of the organization's attack surface
- Organizations need to provide formal security awareness training to their employees when hiring and periodically thereafter so that they:
 - Know-how to defend themselves and the organization against threats
 - Follow security policies and procedures for working with information technology (IT)
 - Know whom to contact if they discover a security threat
 - Are able to identify the nature of data based on data classification
 - Protect the physical and informational assets of the organization
- Moreover, if they want to comply with certain regulatory frameworks, organizations should provide security awareness training to employees to meet regulatory requirements

- Different methods to train employees are:

- Classroom style training
- Online training
- Round table discussions
- Security awareness websites
- Provide hints
- Make short films
- Conduct seminars



Copyright © by EC-Council. All Rights Reserved. Reproduction is Strictly Prohibited.

Notes: _____

Security Awareness and Training: Security Policy



- Security Policy Training teaches employees how to **perform** their duties and to comply with security policy
- Organizations should train new employees before granting them access to the network or only provide limited access until their **training** is complete



Advantages:

- Effective **implementation** of security policy
- Creates **awareness** of compliance issues
- Helps an organization **enhance** their network security

Copyright © by EC-Council. All Rights Reserved. Reproduction is Strictly Prohibited.

Employee Awareness and Training: Physical Security



- Proper training should be given to **educate employees** on physical security
- Training increases knowledge and awareness of physical security
- Training should include:
 - How to minimize breaches
 - How to identify the elements that are more prone to hardware theft
 - How to assess the risks when handling sensitive data
 - How to ensure physical security at the workplace



Copyright © by EC-Council. All Rights Reserved. Reproduction is Strictly Prohibited.

Notes: _____

