

# Data Privacy in the Workplace

Employers today face a growing challenge. As they implement sophisticated technology to make the workplace more efficient, they must also guard employees' data and protect their brand while staying compliant with a myriad of data privacy laws. We help clients overcome this challenge. We advise businesses on best practices in order to avoid costly litigation, government enforcement actions and negative publicity.

Our team includes Certified Information Privacy Professionals who are well-versed in the spectrum of data privacy laws, responses and risks. We advise businesses on how to protect both employees' and consumers' personal data. Our attorneys are well-versed in compliance requirements given federal and state statute, including the Illinois Biometric Privacy Act (BIPA) and the California Consumer Privacy Protection Act (CCPA). We audit existing procedures and practices consistent with industry standards and legal requirements to reduce the risk of a data breach and counsel clients on compliance considerations involving consumer protection regulations, data privacy practices, notification requirements and advertising compliance. We help our clients keep employment records secure, protect electronic systems, and establish protocols when terminating employees.

In the event a data breach does occur, our team will coordinate the incident response plan or data breach plan, which includes a team of forensic, security, public relations and insurance professionals. We are ready to protect our clients against all types of data-related litigation.

We assist employers, managers and business owners with the following:

- Training human resource employees on record retention and data privacy for employees and potential new hires
- Develop policies to regulate workplace technologies and avoid data loss
- Ensure compliance with data privacy laws such as BIPA, GDPR, GINA, HITECH Act and HIPAA
- Help businesses implement a rapid response plan if a data incident occurs
- Develop policies to mitigate risks and protect a business regarding social media, remote work, using personal devices and drug testing
- Defend claims alleging privacy or security breach
- Assist with data breach response and notification

## PROFESSIONALS

Molly A. Arranz  
Partner

Timm W. Schowalter  
Partner

## Experience

Coordinated the Response when a Small Company Suffered a Data Incident After an Employee's Laptop was Stolen

Represented a Hospital in a Data Breach Orchestrated by Former IT Employees

Investigated Data Incident with a Web Server

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## Firm News

Subscribe to Amundsen Davis's Litigation Nation Podcast for the latest legal updates!

### Firm News

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List

Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023

Firm News, August 18, 2022

## In the Media

John Ochoa Mentioned By *Bloomberg Law* in Genetic Privacy Article

Media Mention, *Bloomberg Law*, October 28, 2024

Law Firms Weigh in on Privacy Rules for Biometrics for Online Work and School - BiometricUpdate.com Quotes Molly Arranz

Media Mention, *BiometricUpdate.com*, April 28, 2020

## Alerts

BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation Eliminating Per-Scan Damages

Article, *Amundsen Davis Cybersecurity & Data Privacy Alert*, May 17, 2024

Best Business Practices to Prevent or Reduce the Risk of Wire Transfer Fraud

Article, *Amundsen Davis Cybersecurity & Data Privacy Alert*, June 14, 2023

## Events

HR Forum: AI Policies

Speaking Engagement, Valley Industrial Association (VIA), Webcast, February 25, 2026

2025 Labor Law Update

Speaking Engagement, Decatur SHRM; Decatur, IL, October 14, 2025

## Data Privacy in the Workplace

### HR Legal Hot Topics for 2025 & Beyond

Speaking Engagement, Community Bankers Association of Illinois; Springfield, IL, June 10, 2025

### Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond

Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

### Human Resources- Legal Updates

Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

### Hot Topics in Labor & Employment

Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

### 11th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

### Amundsen Davis's Leadership & Management 2024 Certification Training Series

Event, Webcast, September - November 2024

### Illinois Pay Transparency Mandates Go Into Effect on January 1, 2025 - Is Your Business Ready?

Speaking Engagement, Illinois Chamber of Commerce, Webcast, November 14, 2024

### Overview to Stay Compliant Within Employment Laws

Speaking Engagement, Lorman, Webcast, November 4, 2024

### Two of the Biggest Threats to Your Company's Cybersecurity: The Cyber Hygiene Practices of Your Third-Party Service Providers and Your Employees

Event, Amundsen Davis, Webcast, October 22, 2024

### Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Livestream, September 4, 2024

### ABC Illinois Regional Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar; Quincy, IL, July 10, 2024

### ABCIL Northwest Regional Luncheon Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar, July 9, 2024

### Employee Benefits in 2024 — Innovative Trends Shaping Our Future

Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

## Data Privacy in the Workplace

2024 Labor & Employment Law Update  
Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA  
Expo; Bloomington, IL, February 15, 2024

2024 State and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL,  
February 13, 2024

10th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL,  
December 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar  
Event, Livestream, September 13, 2023

Illinois BIPA Law Developments & Liabilities: Why You and Your Business Should  
Care  
Speaking Engagement, AssuredPartners, Webcast, June 28, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Biometric Information Privacy Act Update  
Speaking Engagement, Valley Industrial Association; Webcast, April 13, 2023

Eighth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Live-stream, September 21, 2022

### Published Works

Inside Threats to Company Information  
Publication, *Hoosier Banker*, March/April 2022

### Blog Posts

Navigating Genetic Privacy Compliance: Key Steps for Employers  
*Labor & Employment Law Update*, July 15, 2025

Illinois Amends BIPA To Limit Violations And Recovery Under The Act  
*Labor & Employment Law Update*, August 26, 2024

Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall  
Seminar; September 4 @ Noon CT  
*Labor & Employment Law Update*

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

## Data Privacy in the Workplace

BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation  
Eliminating Per-Scan Damages  
*Labor & Employment Law Update*, May 17, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

Illinois' Genetic Information Privacy Act Litigation Trends and Why Employers Need to Pay Attention  
*Labor & Employment Law Update*, March 20, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!  
*Labor & Employment Law Update*, December 18, 2023

Genetic Information Discrimination: FAQs for Employers  
*Labor & Employment Law Update*, April 20, 2023

It's Now Official --- A Union Worker's BIPA Claims are Subject to Federal Labor Law Preemption  
*Labor & Employment Law Update*, March 27, 2023

The Hits Keep Coming: Illinois Supreme Court Finds Claims Accrue Upon Each Scan or Transmission Under BIPA  
*Labor & Employment Law Update*, February 17, 2023

Illinois Supreme Court Confirms a 5-Year Statute of Limitations Applies to All BIPA Claims  
*Labor & Employment Law Update*, February 2, 2023

The California Privacy Rights Act Brings New Data Requirements for Employers in 2023  
*Labor & Employment Law Update*, December 7, 2022

Top Five Data Privacy Considerations Before Using Online Hiring Platforms  
*Labor & Employment Law Update*, June 9, 2022

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
*Labor & Employment Law Update*, October 9, 2020

Illinois Supreme Court Rules Actual Damages, Injury or Harm Not Necessary in Biometric Privacy Case  
*Labor & Employment Law Update*, January 25, 2019