

# **HR's Role in Cybersecurity: Analyzing the "E" in the Employment Environment**

**2019 GPSHRM Legal Conference**

**May 8, 2019**

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# Overview

- The scope of the problem
- Data at risk
- Risk factors
- Ways to manage risk through Human Resources
- The intersection of the electronic world and employment issues

# Growing Cybersecurity Threats

## Symantec Internet Security Threat Report, Volume 24 - 2019

- Formjacking – Large and small businesses such as British Airlines lost millions of dollars in 2018 due to formjacking.
  - British Airlines had 380,000 credit cards stolen, potentially netting more than \$17 million to criminals
- Living-off-the-land (LotL) are now a cyber crime go to
  - Supply chain and LotL attacks have ballooned by 78% in 2018
- Symantec blocks 115,000 malicious PowerShell scripts per month and the use of malicious PowerShell scripts has increased by 1,000% in 2018
- Routers/cameras connected to WiFi fall into 90% of the easily infected device category
- Malicious domains can pose as legit political websites to sway votes through Social Media
  - FaceBook and Twitter fought malicious minions attempting to sway voters
  - 10,000 accounts that were posting messages encouraging people not to vote were removed by Twitter in 2018.

Courtesy of [www.symantec.com/security-center/threat-report](http://www.symantec.com/security-center/threat-report)

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WELCOME TO THE DARK NET, A WILDERNESS WHERE INVISIBLE  
WORLD WARS ARE FOUGHT AND HACKERS ROAM FREE



By Williams Langwiesche  
Vanity Fair- September 2016

# Common Types of Attacks

- Identity thieves
- Malware
- Hacking
- Phishing



Courtesy of [www.lifewire.com](http://www.lifewire.com)



Courtesy of [www.squareup.com](http://www.squareup.com)



Courtesy of [www.izoologic.com](http://www.izoologic.com)

# What Sensitive Data do You Maintain?

- Data about your employees and business
  - Personally identifiable information
  - Financial information
  - Health information
  - Confidential information that, if released, could cause personal embarrassment
  - User credentials and passwords
  - Proprietary information and trade secrets
  - Research data information about how networks and IT resources work
- HR data is valuable making it a target

# The Human Behavior Risk

- Security has a human component and a technology component
- Obviously, the technology component is going to be governed by information technology and management information system
- People and human errors can be managed though



Courtesy of learnaboutgmp.com

# Questions You should be able to Answer

- In Human Resources must have an understanding of how to protect data
  - What and where is my HR data including personally identifiable information?
  - How sensitive is my HR data classified in my organizations' policies and procedures?
  - What are the legal and contractual obligations for protecting my data?
  - Who is responsible for securing my data?
  - Who has access to my data?
  - What do I do when I travel?
  - What do I do if I think someone has accessed my data improperly?

# Recognizing Threats

- As a threshold manner, you must have some idea of how to recognize threats or compromises
- Many companies have software system in place to address risk of viruses and cyberattacks
- What remains are attacks that come from outside the organization that rely on a user to permit them access in some way
  - Phishing
  - Malware distributed through e-mails
  - Malicious attacks from employees and former employees
- Inadvertent disclosure and accessing data through insecure networks

# An Ounce of Prevention...

- The technology side



Courtesy of [www.bookings.edu](http://www.bookings.edu)

- The human side

# The Technology Side

- Working with inside/outside information technology personnel to understand how information is stored, protected, and when it is vulnerable
- Making sure that information technology systems are up to date and address vulnerabilities
- Making sure there is a protocol for discovering breaches of data
- Anti-virus systems, spam filters, firewalls, secure networks

# The Human Side

- Develop and disseminate information security procedures and protocols including a BYOD policy
- Training all HR staff and employees on cyber security procedures and protocols including data security, restriction, identifying breaches, and avoiding inadvertent disclosure of data.
- Developing an off-boarding process that effectively protects data and making sure that process is followed
- Consideration of discipline for failure to comply with procedures and protocol
- Information security should touch what employees do on an every day basis and be a part or consideration of employees' every day work

# Things to do as an HR Professional

- Keep abreast of potential new attacks and methods of attack
- Make sure procedures and protocols are reviewed and updated and trainings are conducted accordingly if there are technological developments and changes
- Make sure that employee roles, with respect to working with data, are clearly defined and limited
- Compartmentalize access to data and restrict as needed

# What to do when Subject to an E-mail/Data Breach?

- Protect staff/public. Does the email threat indicate a bigger risk of violence?
- Stop the offending email(s).
- Identify individual(s) responsible. Who was sending the emails?
- Identify where the evidence is located. Which email accounts are involved; is it stored on the server locally, or on a remote email account(s)?
- Protect and preserve evidence. Has it been successfully collected and documented?
- Document steps taken above and why they were taken.

# Data Breach Notification Legal Requirements

- **Florida Information Protection Act of 2014**
  - Covered entities
  - Breach
  - Notice Requirements
  - Penalties

# When Litigation Hits

- Litigation hold requirements
- Data preservation
- Working with information technology and legal counsel to successfully defend employment actions

# Some Common Employment Issues in the E-World

- Wage and hour and electronic devices
- Email and computer systems and union organizing
- Social media, discrimination, and protected activity

# QUESTIONS???

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