

**With Great Access to  
PERSONAL DATA  
Comes Great  
RESPONSIBILITY**



**Data Protection & Privacy by Rainmaker**



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Founder & CEO

I can assure you that HR and IT departments have lost count of the number of times they remind employees not to share passwords, sign out of their computer when away from the desk, not connect to servers outside the ones provided for, etc. Despite repeated reminders to encourage better data hygiene, breaches still occur.

As such events become frequent, governments, consumers, and insurance companies alike will be looking at those in charge to assign the blame.

Analysts at Gartner predict that by 2024, 75% of CEOs will be held personally liable for security incidents that occur under their supervision. Are you prepared to handle the possible tsunami of data breaches? While it's a broad question, it's probably the most important one to mull over when protecting data and safeguarding your customers & employees. Tackling these issues in general and in a quickly becoming popular hybrid work environment is critical for organisations of any type and size. It involves a joint effort between HR, IT, and the executive board.

At Rainmaker, we believe that the best way to build a robust data security culture and ongoing awareness is by training employees on desired practices. Making employees aware of safe practices is paramount for protecting an organisation and its private data. Our offerings, in this regard, are committed to helping you generate more brand capital by developing quality data conventions for your organisation and placing data security at the center of your customer experience. If you are interested in finding a solution that works, my team will be happy to chat with you.

# Data Protection and Privacy Overview

Data Protection and Privacy are integral to corporate governance in today's increasingly data-driven world. Customers prefer companies that comply with data protection laws and have sound data processing and security policies. Companies that proactively safeguard themselves against potential data breaches are also more attractive to investors.

With new and sophisticated hacker groups constantly on the rise, the risk of data breaches has increased significantly. Any company can become the target of a data breach that may compromise sensitive customer data. It is crucial that companies periodically assess and monitor their information security policies and have a strong Data Breach Response Plan in place to tackle security incidents. A company also needs to raise awareness amongst its employees about the proper handling of data.

However, having a solid framework in place for data protection and privacy is only the first step. Data breaches test the patience and vulnerability of a company. A company also has to manage the downtime cost associated with it. With a resilient attitude and proper resources, any company can safeguard its data.

Rainmaker offers customised solutions concentrated on ensuring that industry requirements are perfectly met with. Dramatised e-modules to Subject Matter Expert-led workshops, we craft a splendid compliance training experience for you.

## INTERESTING READS



### **The Indian Legal Position on Employee Data Protection and Employee Privacy**

Now, more than ever, it is possible for companies to spy on their workers' online moves in the workplace. When power is imbalanced...

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### **Summarising the New Digital Personal Data Protection Bill, 2022**

After several iterations of the Data Protection Bill, the Indian Ministry of Electronics and IT (MeitY) released the..

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## UPCOMING WEBINAR

rainmaker  
creating ethical workplaces

### Privacy, Security and Ethics by Design - Blueprint for Corporates to successfully navigate Data Protection & Privacy issues.



January 31, 2023



11:30 AM - 1:00 PM

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## INTERESTING READ

### Prohibited Substances in the Workplace: Here are 5 Things You Need to Know



Every company has its own culture, values, and beliefs. Since every employee in an organisation comes from a distinct background, they have diverse behaviors, which they may think are fine. Still, those behaviors may not align with their company culture. A Code of Conduct helps employees learn to avert behaviors against their company's values. When employees are educated on the Code of Conduct, they can behave appropriately and communicate effectively with their colleagues, resulting in a healthier work environment.

[Read More](#)

# Code of Conduct

Your Code of Conduct should inspire your employees to uphold the organisation's brand image. It has to be engaging and kickstart real interactions to make this happen. We can help you achieve this with the following tips:

## 1 Refresh the Content

An exciting Code of Conduct should be more than just a list of legal maxims or compliance mumbo jumbo. Employees should easily understand it, and it should have enough examples.



## 2 Adopt a Reader-Friendly Tone

Rephrase the Code and adopt a tone that complements your organisational culture and employee demographic. Remember, the Code is there to help employees make the right ethical decisions, and not make them toss it at the back of a drawer.

## 3 Go Digital

Not only will this appeal to millennials, but it will also help employees access it from anywhere. You will be able to insert elements like Videos, Quizzes, Games, GIFs, etc, and make it more engaging for learners.



# Code of Conduct

## 4 Utilise Design

High-viz, eye-catching designs will dramatically improve retention and usability of the Code. Features like call-out boxes and company-specific questions and answers will draw employees to critical points.



## 5 Employee Feedback

You need to seek employee feedback to make your Code engaging and effective. Ask employees what they think of the Code, which sections seem the most interesting or what questions still remain to be answered and incorporate them in a new version.

Remember, your Code of Conduct is not a one-and-done kind of project. Instead, employers should evaluate their Code consistently, at least every three years, to constantly reflect employee feedback, changing business environments and regulatory requirements.



# INTRODUCING

# WorkSAFE PRIME



Our Employee Awareness Module is a prime example of a progressive e-learning offering on the PoSH Act, 2013. It gets to the heart of employee sensitization and hits the compliance nail on the head. It covers ground from a woman's consent to comfort levels in the face of cringe-worthy comments on her appearance & clothes. The signature Rainmaker 'Harometer' hovers over colors from green to red, showcasing to the audience visually, the tolerance levels of a woman getting sexually harassed. The e-Module goes on to cover rights & duties, educating the employees with specific dos and don'ts and appropriate conduct at the workplace.

PRIME is termed as 'progressive' as it's an industry-first in showing a male employee getting sexually harassed by his lady manager and the recourse available to him. This is in a detachable unit and that's a first, too. With engaging quizzes after each unit, our "training meets entertainment" can be viewed in action. We urge you to go on and take a peek at the trailer! Say goodbye to boring PoSH training! Welcome to WorkSAFE PRIME.

# FINAL REMINDER!!

**Get ready to file your PoSH Annual Report**

Avoid being penalised for non-compliance!

01

02

03

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# Biggest fines in 2022 for Bribery and Corruption

**K.T. Corporation - 6.3 million USD.**

**Tenaris - 78 million USD.**

**Stericycle - 84 million USD.**

**ABB Ltd - 147 million USD.**

**Gol Intelligent Airlines Inc - 160 million USD.**

**Glencore - 1 billion USD.**





# The Barrier to Inclusive Innovation: The Invisible Disability of the Non-Disabled

When I came across the UN's theme for International Day of Persons with Disabilities 2022\*, I felt like I needed a bridge to cross over to the expected discussion. Perhaps because the statement itself is loaded with the potential of endless conversations that can only seek to understand a multitude of perspectives. Interestingly, the statement also carries itself like there may be a solution just around the corner. But are we really looking for a solution?

The Government of India had advised all workplaces in the country to be compliant with basic accessibility recommendations within five years of the publication of the PwD rules in 2017. The rules leave the onus of making workplaces 'accessible' on employers - the perfect recipe to perpetuate historical exclusion.

Inclusive innovation - says Dr Sandra Schillo in her TEDTalk - must take into consideration the Who, the What, the Why and the How. My biggest takeaway from this is simply the sequence of the four requirements.....



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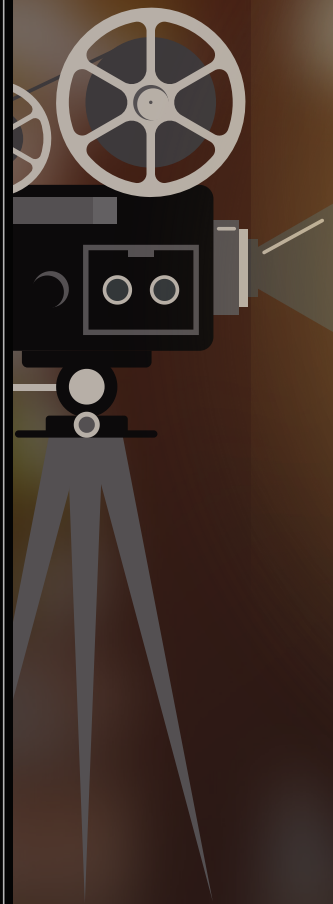
**WorkBAC**



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**One Stop for  
all your Ethics,  
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