

# 6th Annual Technology and Justice for All CLE



Presented by the Computer and Technology Section of  
the State Bar of Texas  
December 2, 2022

# HR and Cybersecurity

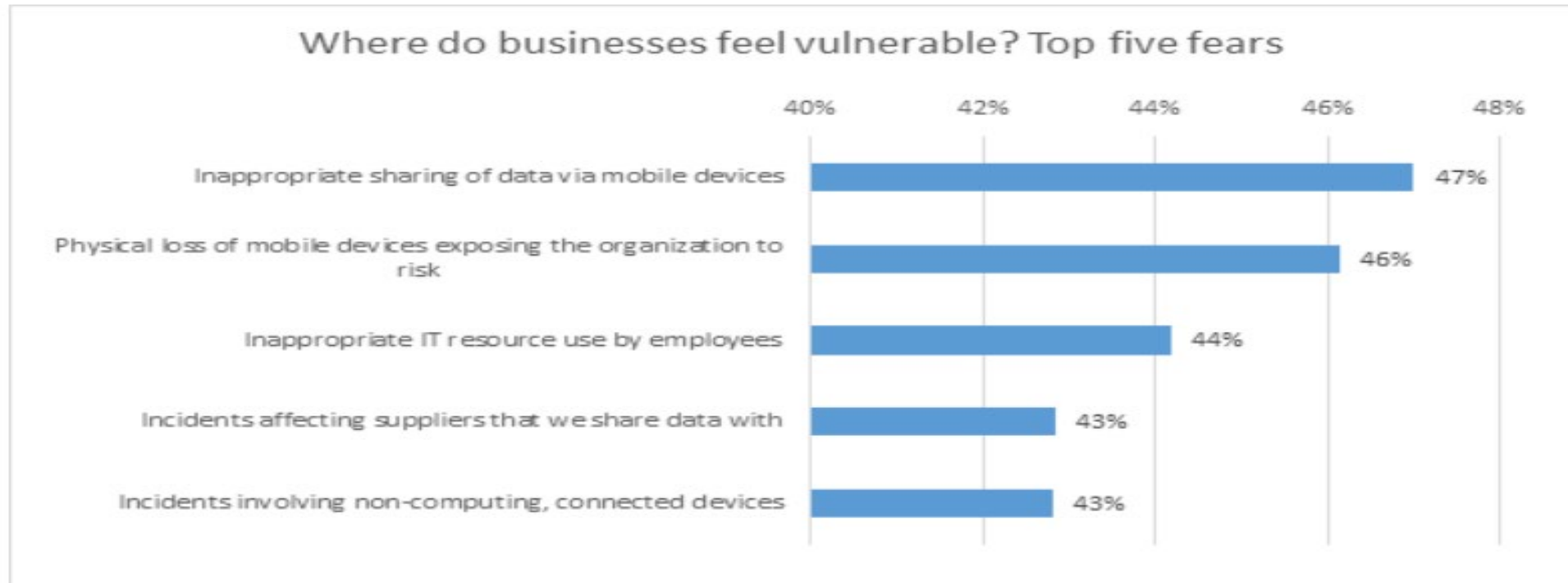


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*Ryan, LLC*  
Dallas, TX

# Balancing Productivity and Security

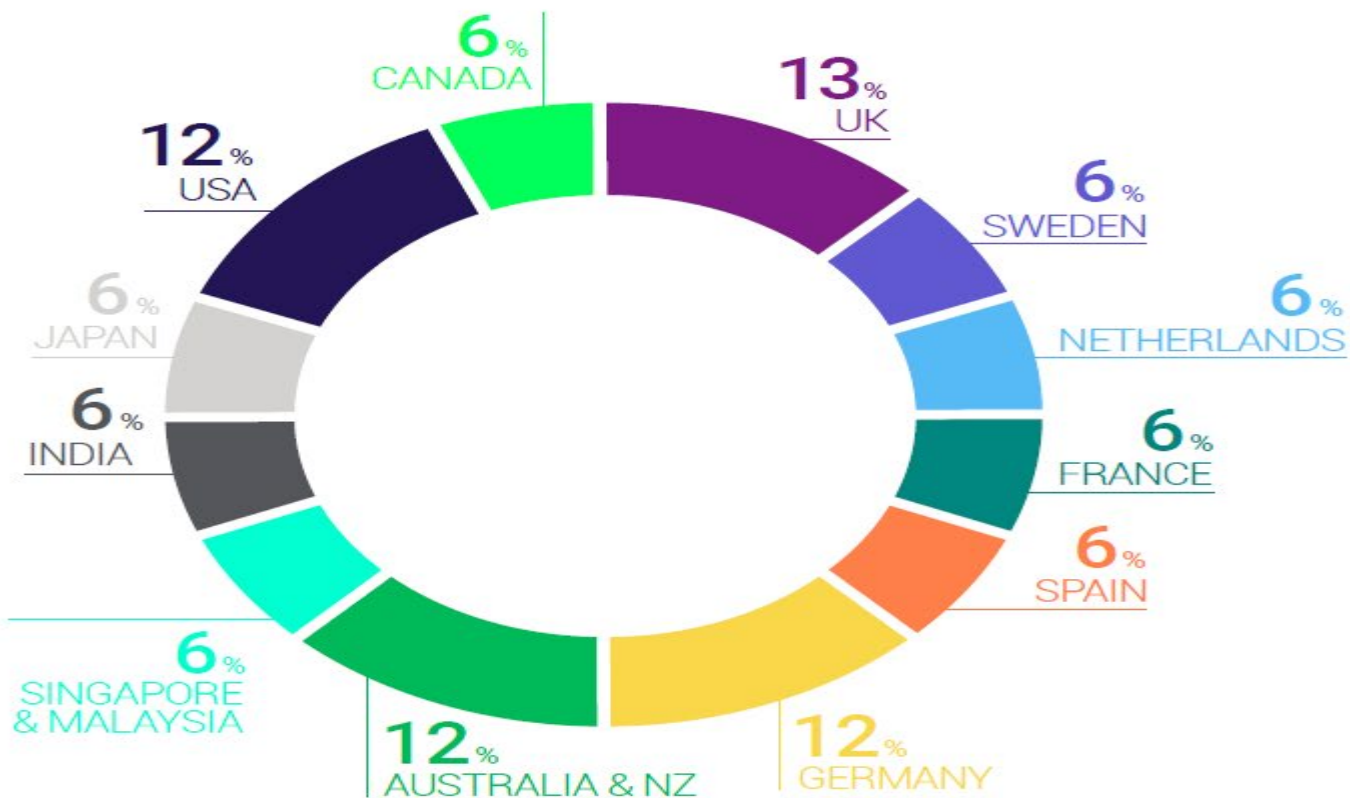


# 52% of Businesses: “Employees are the biggest weakness in IT security”



1. <https://www.kaspersky.com/blog/the-human-factor-in-it-security/>
2. <http://www.sapioresearch.com>

# Global Survey



21%

of respondents held C-level, owner, or MD positions

21%

of respondents held director, manager, vice, or senior vice president positions

59%

of respondents held individual contributor or administrative positions

1. <http://www.sapioresearch.com>



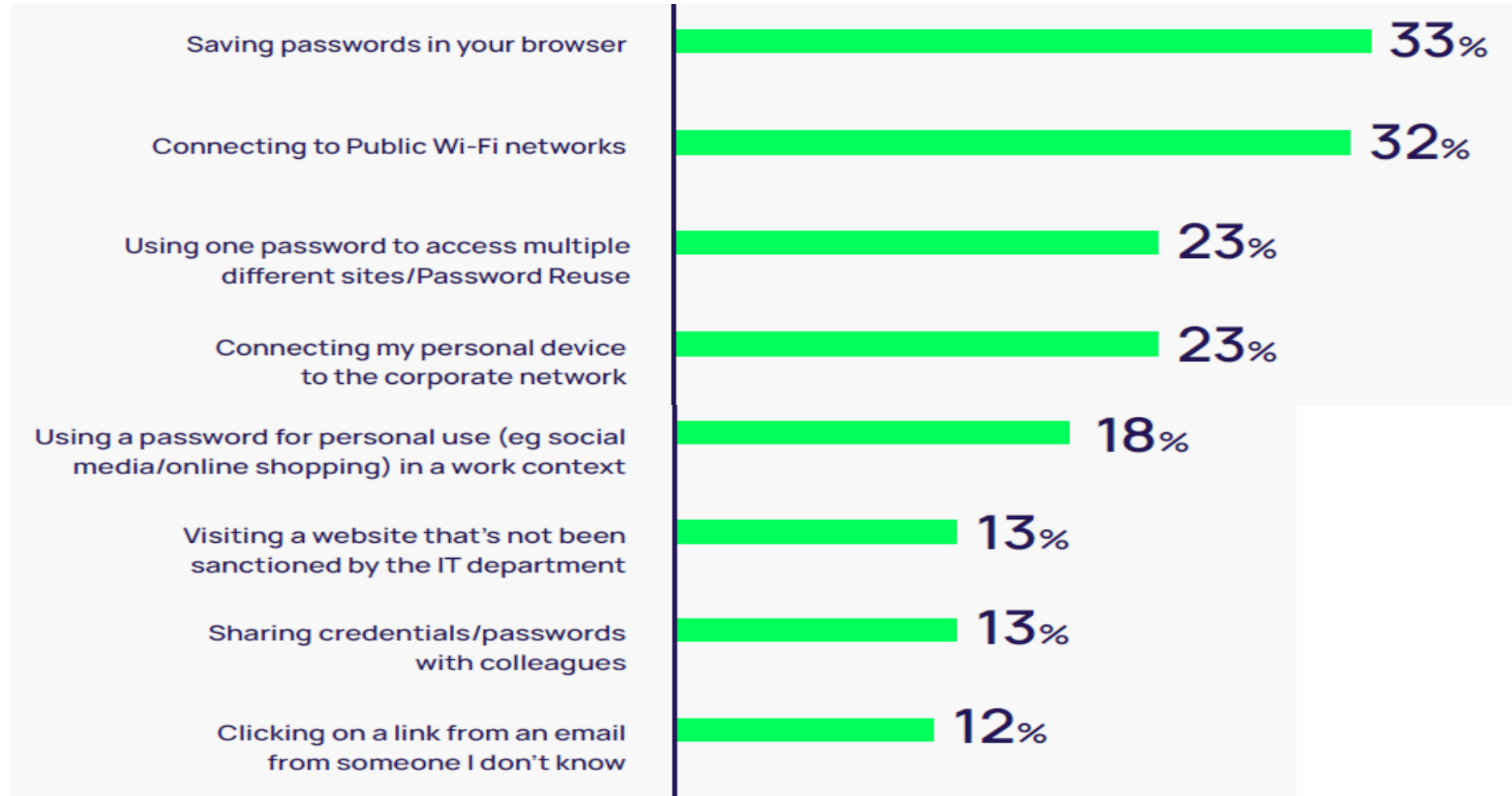
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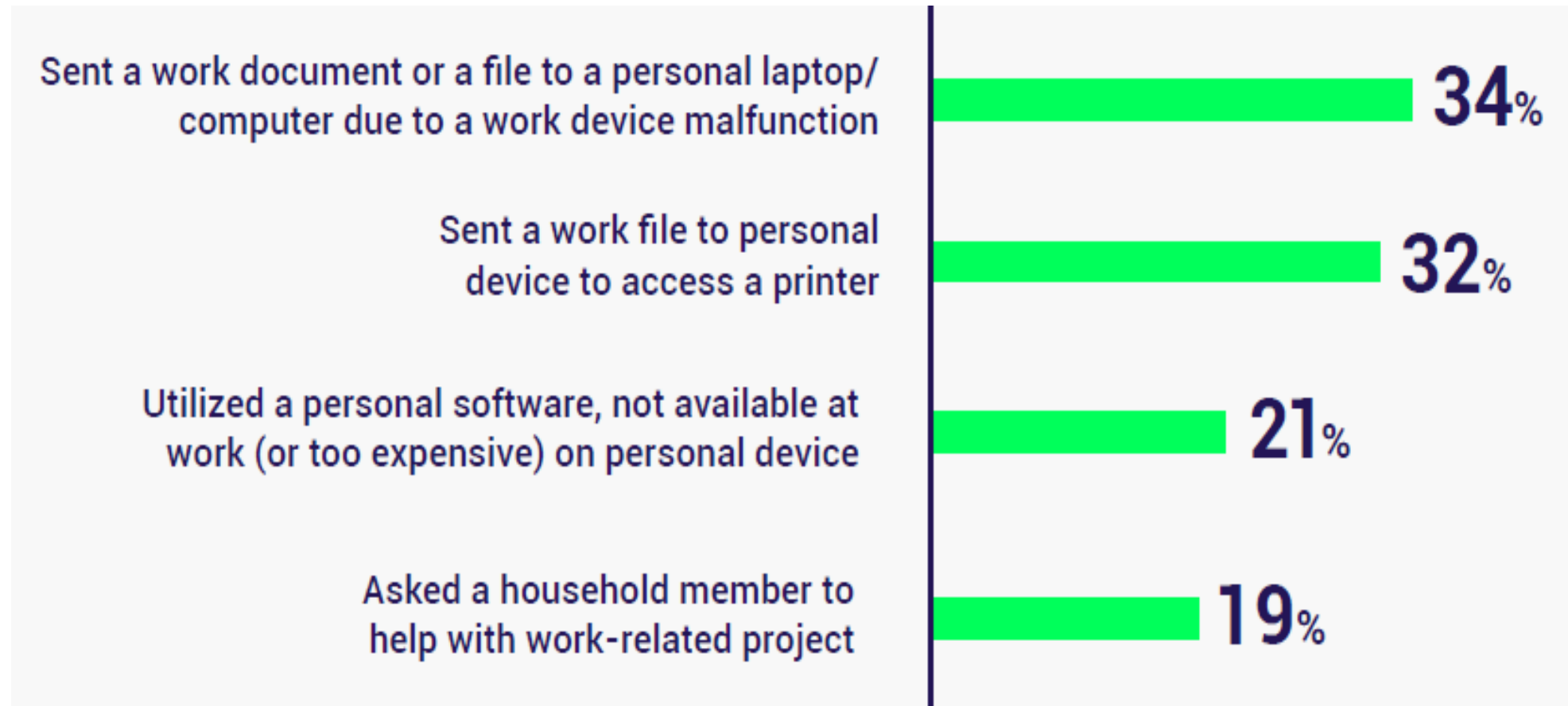
# Key Takeaway #1



Which of these have you done in the past year? Select all that apply:

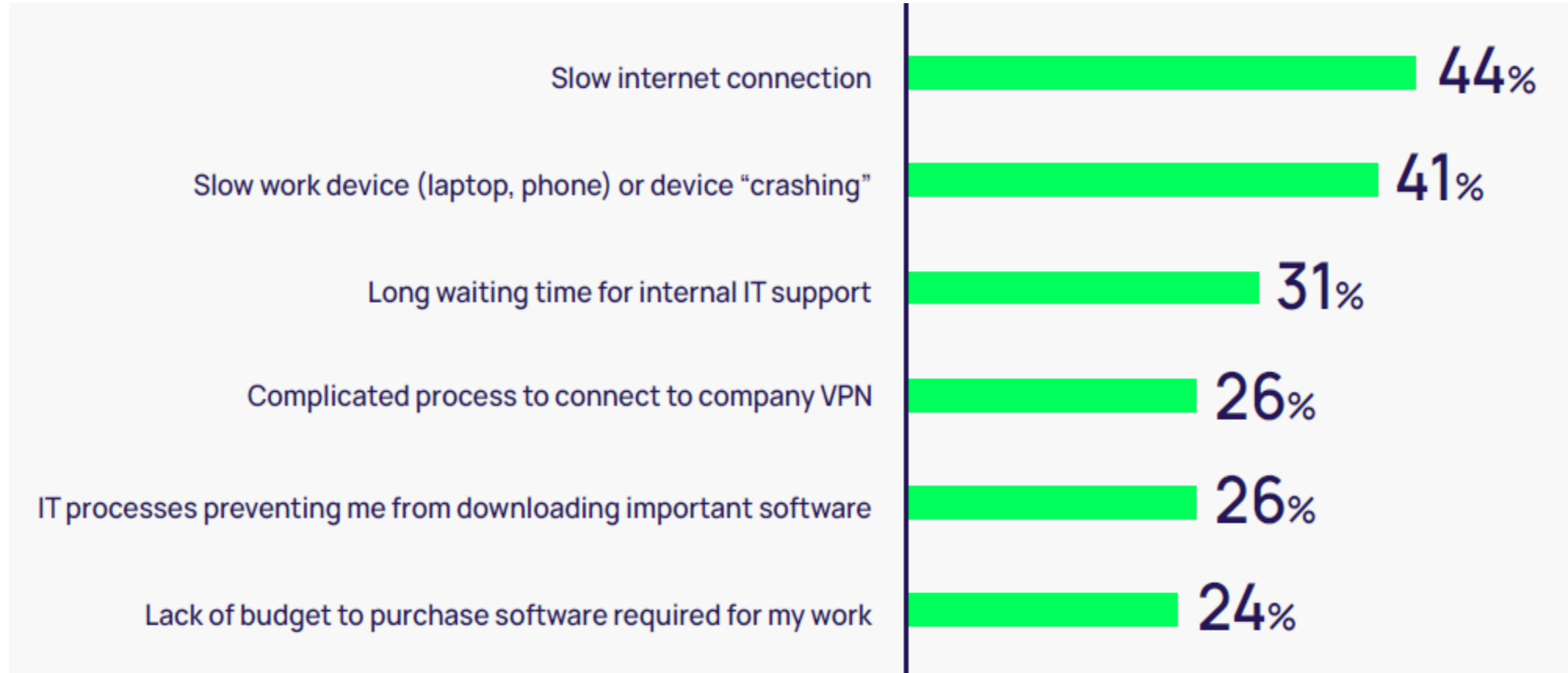


In order to get your work completed have you ever done any of the following:





# What are the most common hurdles that prevent you from getting your work done in a work-from-home environment:



## Recommendations:

- 1 | Move passwords into the background and automate password security with a Privileged Access Management (PAM) solution
- 2 | Make sure that cybersecurity measures and guidelines are as usable as possible
- 3 | Educate employees on their responsibility on cybersecurity and communicate clear, easy guidelines

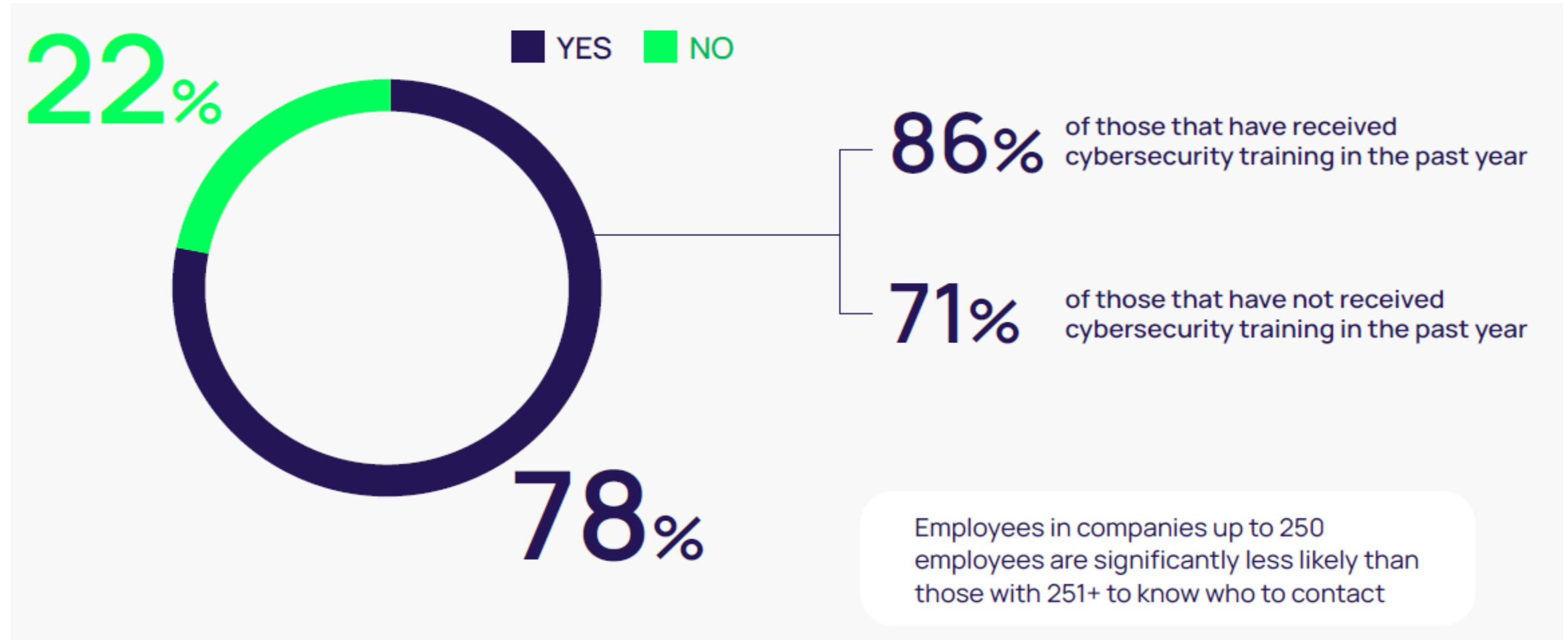
# Key Takeaway #2



Only 37% of respondents from SMBs of under ten employees thought their companies are at risk from cyber threats, while more than 50% acknowledged cyber threats as major risks in companies of 100+ employees.



# Do you know who to contact within your organization to report any suspicious cyber activity?

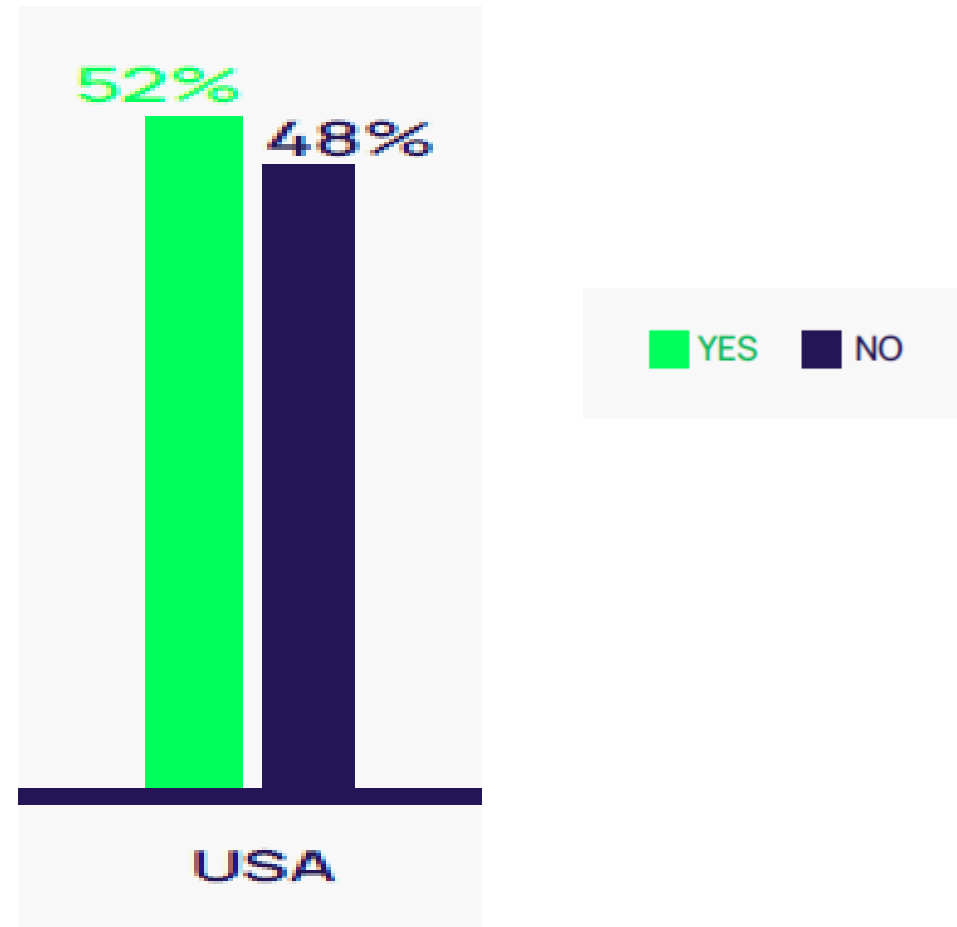


# Recommendations:

- 1 | Multi-Factor Authentication (MFA) everywhere
- 2 | Develop an incident response plan
- 3 | Educate employees at every opportunity



# Key Takeaway #3





# Recommendations:

- 1 | Keep learning
- 2 | Cyber awareness training program
- 3 | Prioritize automated solutions



# Survey Conclusions:

“When faced with a choice between productivity and cybersecurity employees will take the easy path and this mostly means sacrificing security”

“It only takes one employee with local admin privileges to click on a malicious link for attackers to be successful”



# The Role of HR

- Recruitment
- IT and software measure
- Pre-employment checks



# The Role of HR

- Onboarding
  - Spear phishing emails
  - Public WiFi
  - Weak passwords



# The Role of HR

- Training
  - Least privilege principle
  - Single Sign On (SSO)
  - Audit credentials
  - Continuous training



# Investigating Violations



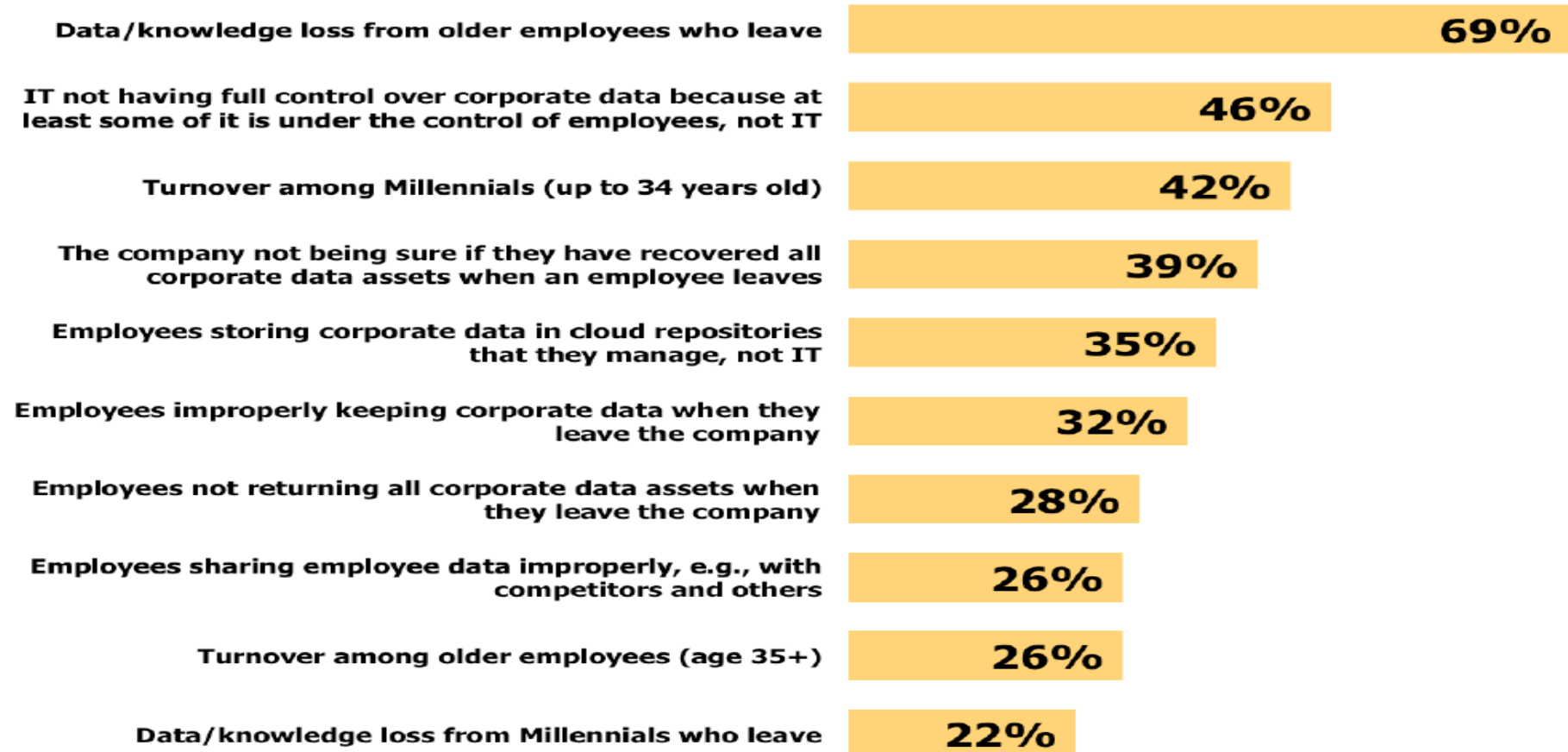
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# Offboarding

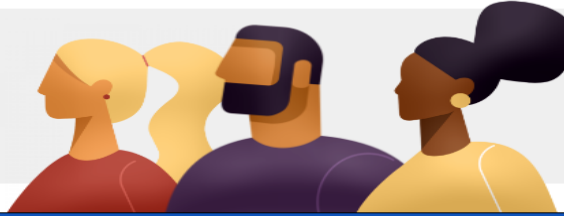
## Problems Related to Data Protection

Percentage of Respondents Indicating Significant or Major Problems



# Offboarding

## Offboarding Checklist



|                          | PROCESS                             |
|--------------------------|-------------------------------------|
| <input type="checkbox"/> | Prepare paperwork                   |
| <input type="checkbox"/> | Initiate knowledge transfer request |
| <input type="checkbox"/> | Exit interview meeting              |
| <input type="checkbox"/> | Company announcement                |
| COMPENSATION             |                                     |
| <input type="checkbox"/> | Issue last paycheck                 |
| <input type="checkbox"/> | Issue payout of vacation days       |
| <input type="checkbox"/> | Issue severance package             |
| ACCOUNTS                 |                                     |
| <input type="checkbox"/> | Suspend Gmail                       |
| <input type="checkbox"/> | Redirect phone calls and emails     |
| <input type="checkbox"/> | Remove from Slack                   |
| <input type="checkbox"/> | Remove from Salesforce              |
| <input type="checkbox"/> | Remove from Asana                   |
| LAST DAY                 |                                     |
| <input type="checkbox"/> | Collect equipment                   |
| <input type="checkbox"/> | Collect keycards, keys, ID cards    |

HR Resources Corp.

[www.hrresources.com](http://www.hrresources.com)



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# Recruiting – Legal and Ethical Implications

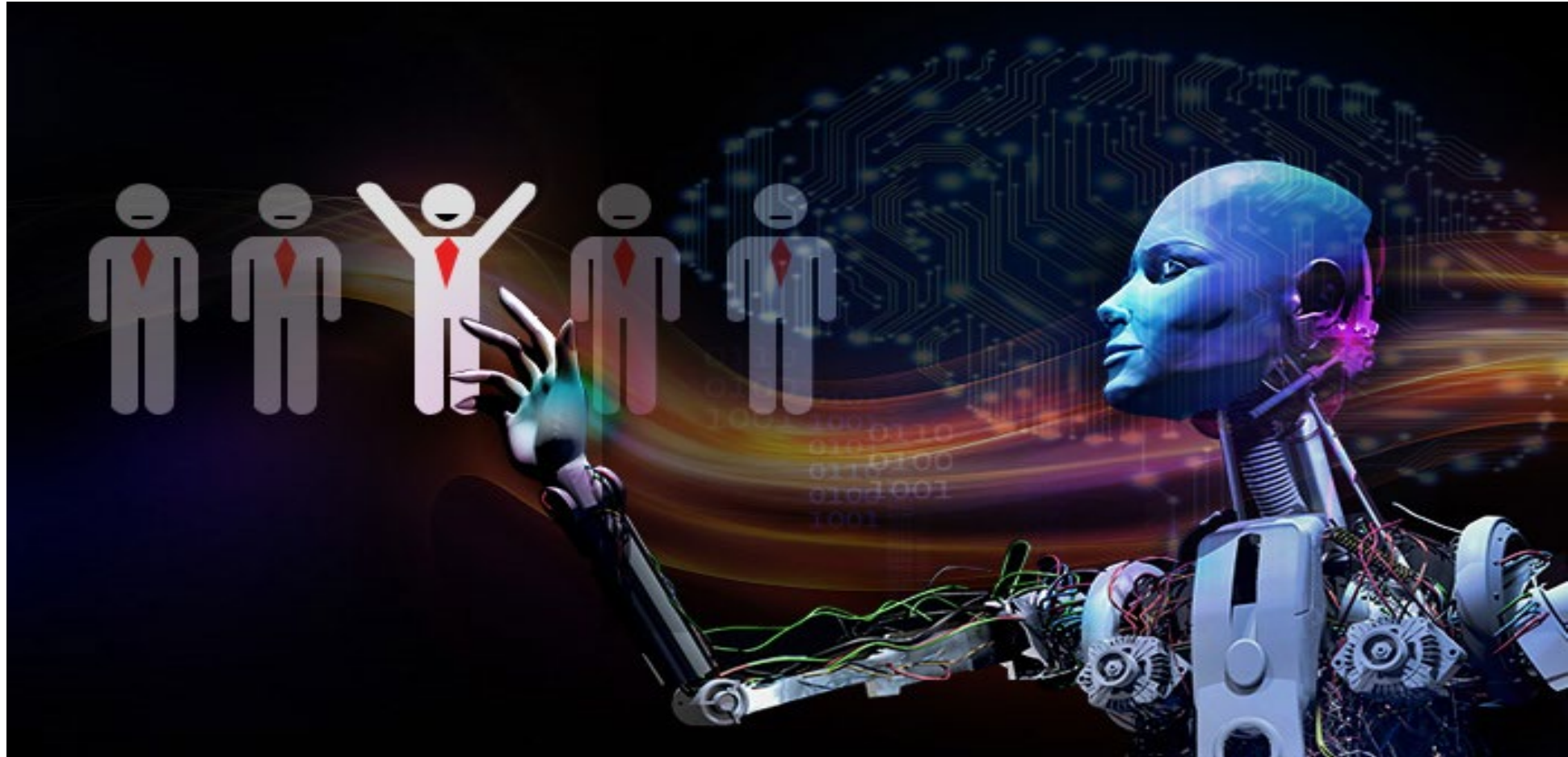


# Americans with Disabilities Act 1990



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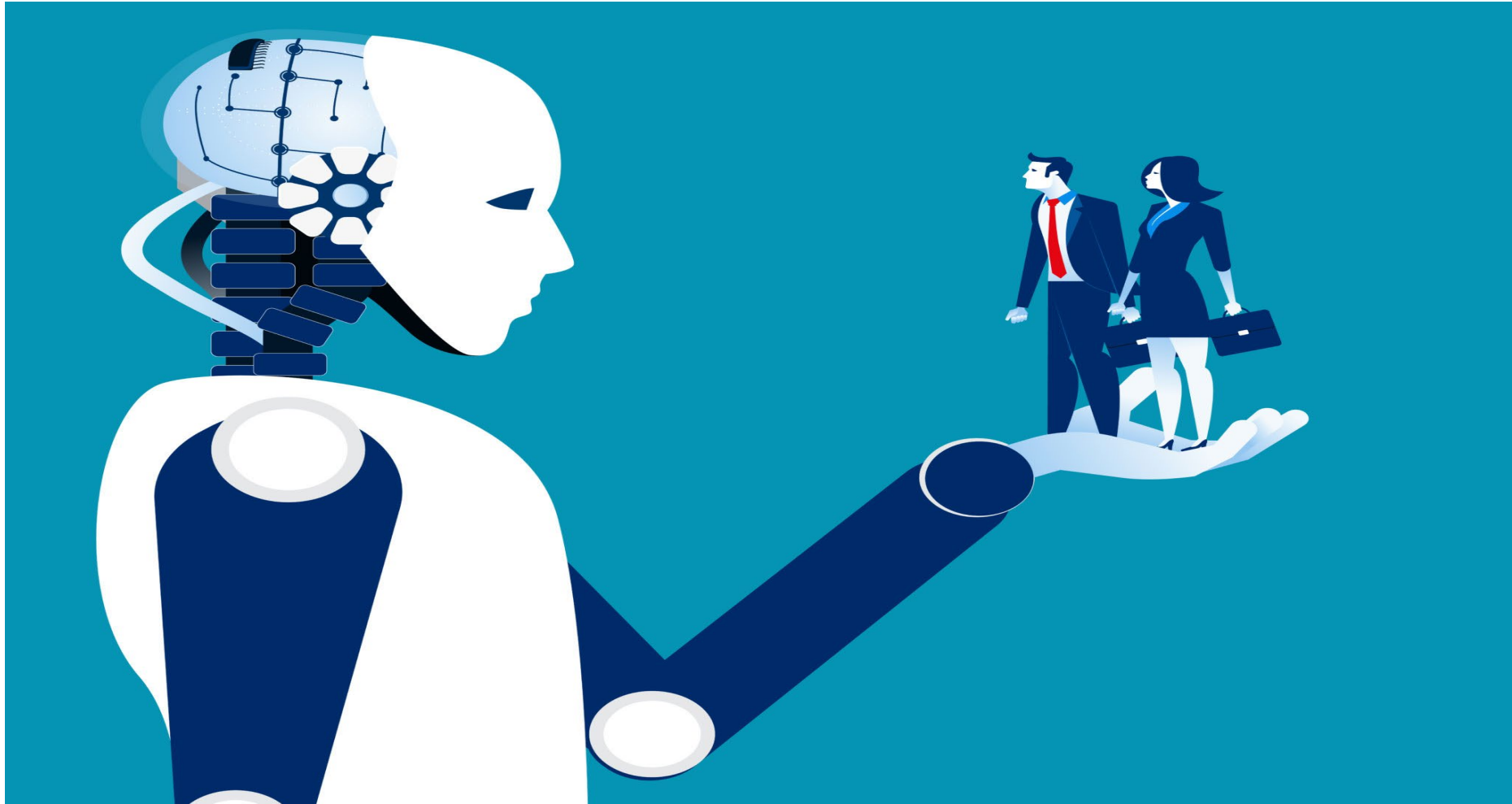
# Numerous Tools Available



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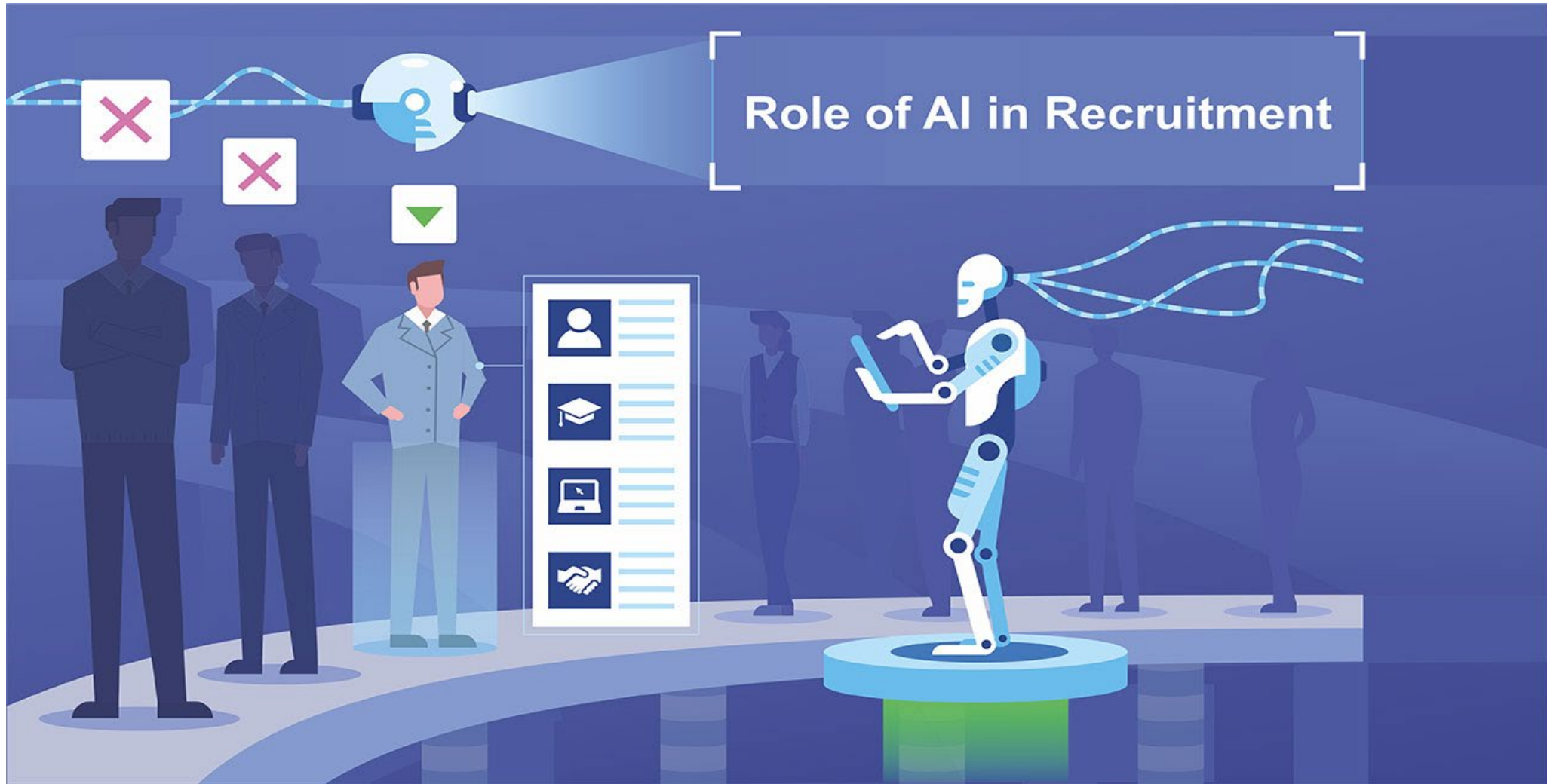


# How will the courts handle claims re: AI?





# How will the courts handle claims re: AI?



# Temptation of Disability Data



## 4 Strategic Areas Where AI Can Impact Recruiting Outcomes

Talent matching

Predicting future talent requirements

Overcoming talent shortages

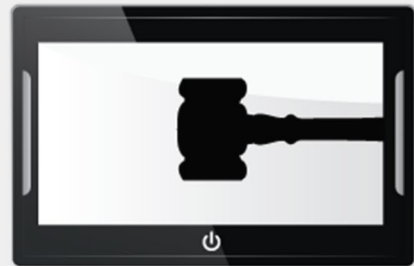
Better envision workforce trends



*Thank  
You!*

**Section Dues: \$25.00**

- Quarterly journal, *Circuits*
- Direct access to Google Scholar and Fastcase
- Access to three yearly free one-hour virtual CLE webinars (limited to 500 or fewer participants)
- Complimentary membership into the ILTA; and early notification of emerging technology and issues regarding technology
- Discounted price to attend our yearly Technology and Justice for All CLE seminar



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