



The World Zoroastrian Organisation

World Zoroastrian House, 5 Hanworth Road, Feltham. TW13 5AF

Charity No 1023334

Website www.w-z-o.org

Dear WZO Members, Donors, Friends & Volunteers

The General Data Protection Regulation (GDPR) is a European Regulation coming into effect on 25 May 2018 and applies to all organisations.

Please read the essential information on GDPR brief given below which will affect our entire Organisation and all the Trustees and Directors along with paid and unpaid volunteers.

WZO has been working to comply with the regulations and has streamlined its Website and upgraded its IT Services substantially (i.e. Business Hosting, Enhanced Website & Domain Security, Professional Secured Communication, Secured Online Storage, Secured Online Backup, Online Cloud Database, Bulk Email, etc)

Further segregation of our main services has removed interdependency and uptime of vital services is much improved. Security issues have been strengthened to provide a reliable and compliant working environment

Our Chairman and President have officially asked each committee-member to read the GDPR brief and raise any such issues of non-compliance. Please raise kindly in confidence any work process for or on behalf of WZO carried out which you may think currently does not comply or adhere with GDPR regulations.

All professionals, members, volunteers, friends including those who use their own devices for WZO work and communication should use recognised security systems for adequate protection and encryption purpose with strong password access.

The European General Data Protection Regulation (GDPR) was adopted in April 2016 by the UK and will go into effect on May 25, 2018. The GDPR elevates the protection of personal data to a top legal compliance and strategic priority for companies/charities that work with the personal data of European residents and individuals around the world.

WZO holds minimal personal data on our members which was provided on your membership application form. All membership Data are kept securely for records on our cloud based new database. This data is secured and can only be handled by authorised personnel of WZO. Any electronic or bulk communication will be carried out on secured and encrypted communication channels directly to yourself according to your choice.



For Family membership

Primary member of the family please note that we hold data supplied by you (primary member) of your family (Opted In) members on our current WZO database. According to GDPR Regulation we are legally bound to let each and every individual of 13 years and above know of the data which we hold on them. Please kindly request consent-form for your opted in family members or kindly inform us if they do not have any electronic way to communicate to us.

Important Note: WZO is a Paid Membership Organization where members fill in our official membership form and provide necessary personal information themselves. WZO does not share, buy/sell or collect such personal information through their website or through any other online data services. WZO is duty bound to keep all the personal information securely and continue to officially communicate and update its members and others (friends & donors) on our current database through our official channels securely.

For GDPR Compliance I have officially requested each Committee Member, Director and Trustee of our Organization to make sure that we treat All WZO oriented personal data of ourselves and of our members, community and everyone else with utmost respect and privacy.

WZO will keep Private Policy link updated as per its operational obligation, need and compliance basis. Please kindly check and note the link for your referral.

<https://www.w-z-o.org/wp-content/uploads/2018/03/GDPR-and-WZO-Privacy-Policy-270318-updated.pdf>

WZO appreciates your help and cooperation in helping us to abide by the stringent GDPR Consent Requirement by 25th May 2018.

If you have any further questions, please contact Sammy Bhiwandiwalla at president@w-z-o.org

Yours sincerely,

President (On Behalf of our Chairman)



GDPR Brief

The main intent of the GDPR is to give individuals more control over their personal data, impose stricter rules to companies handling it and make sure companies embrace new technology to process the influx of data produced. This new European directive has clearly been created acknowledging that people produce much more sensitive data than they have ever before. Managing data on a large scale can be risky for organisations if they do not plan out an appropriate strategy and update their systems to handle the influx. This kind of negligence can lead to data breaches or leaks.

Here are the major changes that are mentioned in this new legislation In a Nutshell

[For GDPR details kindly refer to the ICO website <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/key-definitions/>]

Expanded territorial reach

Companies that are based outside of the EU, but targeting customers that are in the EU will be subject to the GDPR which is not the case now.

Consent

Consent of personal data must be freely given, specific, informed and unambiguous. Consent is not freely given if a person is unable to freely refuse consent without detriment.

Accountability and privacy by default

The GDPR has placed great emphasis on the accountability for data controllers to demonstrate data compliance. They will be required to maintain certain documentation, conduct impact assessment reports for riskier processing and employ data protection practices by default – such as data minimisation, secured essential archives & backups

Notification of a data breach

Data controllers must notify the Data Protection Authorities as quickly as possible, where applicable within 72 hours of the data breach discovery.



Sanctions

This new legislation allows the Data protection Authorities to impose higher fines – up to 4% of annual worldwide turnover. The maximum fines can be applied for discrepancies related to international data transfers or breach of processing principles, such as conditions for consent. Other violations can be fined up to 2% of annual worldwide turnover.

Role of data processors

Data processors will now have direct obligations to implement technical and organisation measures to ensure data protection, this could include appointing a Data Protection Officer if needed.

One stop shop

This legislation will be applicable in all EU states without the need of implementing national legislation. Having a single set of rules will benefit businesses as they will not need to comply with multiple authorities, streamlining the process and saving an estimate of €2.3 billion a year.

Removal of notification requirement

Some data controllers will be glad to hear that the requirement of notifying or seeking approval from a Data Protection Authority is going to be removed in many circumstances. This decision is made to save funds and time. Instead of notification the new directive requires data controllers to put in place appropriate practices for large scale processing in the form of new technology.

Right to be forgotten

This change is one of the most useful changes for the average person managing their data protection risks. A person will be able to require their data to be deleted when there is no legitimate reason for an organisation to retain it. Following this request the organisation must also take appropriate steps to inform any third party that might have any links or copies of the data and request them to delete it.