**LOYOLA UNIVERSITY CHICAGO**

**CONSENT TO TRANSFER OF PERSONAL DATA TO THIRD COUNTRY**

**(EU FACULTY & STAFF)**

Loyola University of Chicago (“Loyola”), in its capacity as “controller” under Regulation (EU) 2016/679 of the European Parliament and of the Council (the “GDPR”), intends to transfer the personal data that you provide while you are within the EU (such personal data, the “Transferred Personal Data”) to Loyola’s Chicago area campuses and to third party processors, such as data centers, Software-as-a-Service providers, and other companies located in the United States who contract with the university to provide data processing services (“Processors”).

This consent seeks your approval for such transfer, advises you of certain safeguards intended to assure that such transfer happens in a secure manner, and warns you of possible risks related to such transfer.

Under the GDPR, and before Loyola collects any “personal data” from you, you are also entitled to the information in the attached GDPR Data Protection Privacy Notice, which is also available on Loyola’s website. Please review it prior to executing this consent.

**Types of Transferred Personal Data and Purpose of Transfer**

The Transferred Personal Data will include such information as: your name; your date of birth; your citizenship; passport information; your home address; phone and email information; your faculty or staff appointment classification; your compensation and payroll information, including your social security number; benefit and insurance information; health care information; class-related information; course and personal evaluations; and background check information. The processing of such Transferred Personal Data will be for the purpose of complying with U.S and EU member state laws, customary academic purposes, paying you your salary and providing you with certain benefits and insurance coverage, and performing certain necessary due diligence before you commence teaching or working.

**Categories of Recipients Who May Receive Your Personal Data**

The specific categories of recipients who will receive your information depends on the personal data you provide and Loyola’s purposes and legal bases for processing such personal data, which are set forth in detail in the attached GDPR Data Protection Privacy Notice. The categories of recipients are likely to include the following:

* As to personal data needed to process payroll and benefits payments, your personal data may l be shared with (a) persons in Loyola’s Finance and Human Resources Departments located in Illinois who carry out the university’s payroll, accounting, and benefits programs, (b) third parties located in the United States, such as Benefits Express, who help the university administer such programs, and (c) the Internal Revenue Service and the Illinois Department of Revenue; and
* As to personal data related to class registration, enrollment, education, and academic instruction and evaluation, such information may be shared with persons in Loyola’s Provost’s Office, Registrar’s Office, and applicable university departments in Illinois; and
* As to personal data related to your ability to be lawfully present in Italy, and to re-enter the United States, your personal data may be shared with the Department of State, the Department of Homeland Security, and other federal agencies involved in U.S. visa process.

**Safeguards to Protect Your Transferred Personal Data**

To help protect the privacy of your Transferred Personal Data, Loyola maintains physical, technical and administrative safeguards, such as, for example, the use of user names, passwords, encryption, firewalls, and other security measures. The university monitors, updates and tests its security technology on an ongoing basis, including through independent third party audits. The university restricts access to your personal data to those employees who need to know that information to provide benefits or services to you, or to perform a contract to which you are a party. In addition, Loyola trains its employees about the importance of confidentiality and maintaining the privacy and security of your information and will take appropriate disciplinary measures to enforce our employees' privacy responsibilities.

In addition, prior to transferring your Transferred Personal Data to a third party Processor, Loyola will require the Processor to sign a written agreement obligating the Processor to comply with the processing requirements imposed under the GDPR.

The EU and the United States have developed an EU-U.S. Privacy Shield Framework that is administered by the Federal Trade Commission (“FTC”) and U.S. Department of Transportation (“USDOT”). The EU has determined that this framework provides EU data subjects with an adequate level of protection with respect to the transfer and processing of their personal data from the EU to U.S. Loyola generally complies with the Privacy Shield Framework principles and safeguards. However, as a not for profit educational institution that is not subject to FTC or USDOT jurisdiction, Loyola is unable participate in the Privacy Shield Framework program, and thus rely on the EU’s Privacy Shield Framework adequacy determination. Consequently, Loyola is requesting that you sign this consent.

**Possible Risks Related to Transferring Your Personal Data to a Third Country**

Despite the above safeguards, there remains a risk that a breach of security may result in the accidental or unlawful, destruction, loss, alteration, unauthorized disclosure of, or access to your Transferred Personal Data as a result of any one or more of the following incidents, or for another reason:

* “Phishing” scams, resulting in the disclosure of username and log-on credentials that allow unauthorized access to personal data;
* The installation by malware by outside third parties;
* Unauthorized access by internal employees;
* “Ransomware” attacks resulting in the unavailability or possible loss of personal data;
* Employee or Processor failure to comply with directions or contractual requirements;
* Weak passwords;
* Software application vulnerabilities;
* Lack of a single, comprehensive, federal privacy and data protection statute; and
* Lack of a single national agency to oversee and enforce privacy and data protection laws.

While Loyola believes the safeguards described in this consent will prevent or minimize such data breaches, these are possible risks.

**Consent to Transfer of Personal Data to the United States**

Please sign your name below to consent to the transfer of your personal data to the United States for the purposes described above and other compatible purposes.

**After having been advised of risks inherent in such transfer, I hereby consent to the transfer of my personal data to the United States for processing for the purposes described above and other compatible purposes.**

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(Employee Number) (UVID)

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(Print or Type Name)

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(Signature) (Date)

**Right to Withdraw Consent**

If you sign this consent, you retain the right to withdraw such consent at a later date, in which case, subject to certain exceptions, Loyola will no longer process your Transferred Personal Data. To withdraw such consent, you may contact the Controller at:

Jim Pardonek, MS, CISSP, CEH, GSNA

Information Security Officer

Loyola University of Chicago

1032 W. Sheridan Road

Chicago, Illinois 60660

[GDPR@luc.edu](mailto:GDPR@luc.edu)

In the event that your withdrawal of consent makes it impossible or impractical for you or Loyola to remain in compliance with applicable EU, Italian and/or U.S laws, for your academic duties to be performed, for you to be paid and receive benefits and insurance coverage, for necessary background checks to be performed, or for any other reason, as determined by Loyola, such withdrawal may result in your reassignment to duties in the United States or such other action as may be necessary or appropriate.

**GDPR Remedies Include the Right to File a Complaint with the Supervisory Authority**

If you believe your privacy rights under the GDPR have been violated, the GDPR gives you the rights and remedies set forth in GDPR Articles 77-82. These include the right to file a complaint with the Italian data protection supervisory authority:

Garante Per La Protezione Dei Dati Personali

Piazza di Monte Citorio, 121

00186 Roma

Tel. + 39 06 69677 1

Fax. + 39 06 69677 785

Email: [garante@garanteprivacy.it](mailto:garante@garanteprivacy.it)

Website: <http://www.garanteprivacy.it>