



RChilli

GDPR Policy

Each article is mentioned in a color which denotes a meaning:



Information Only

Applicable to data controllers only

N/A to controllers or processors

Applicable to both controllers and processors

Applicable to processors directly



RChilli Comments

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On May 25, 2018, the GDPR law came into effect. This law makes it mandatory for the companies to protect personal data of European citizens if they are storing or sharing the same. When we say personal data, it includes an individual's name, photos, contact information, email ID, etc.

This is a new step taken to protect customers' rights and will regulate the export of customer data. With complete transparency, now customers will know when and where their data is being used. We are proud to announce that RChilli is General Data Protection Regulation (GDPR) compliant.

We've launched a new update to our parsing API keeping the GDPR guidelines in mind.

GDPR Compliance Analysis

Chapter 1 – General provisions

Article 1 – Subject-matter and objectives

Article 2 – Material scope

Article 3 – Territorial scope

Article 4 – Definitions

Chapter 2 – Principles

Article 5 – Principles relating to the processing of personal data

Article 6 – Lawfulness of processing

Article 7 – Conditions for consent

Article 8 – Conditions applicable to child’s consent in relation to information society services

Article 9 – Processing of special categories of personal data

RChilli is not a data storing company. We are a data processing company. Our application only processes the data mentioned in the resume/CV. Thus, we are exempted from this article.

Article 10 – Processing of personal data relating to criminal convictions and offences

Article 11 – Processing which does not require identification

Chapter 3 – Rights of the data subject

Section 1 – Transparency and modalities

Article 12 – Transparent information, communication and modalities for the exercise of the rights of the data subject

Section 2 – Information and access to personal data

Article 13 – Information to be provided where personal data are collected from the data subject.

Article 14 – Information to be provided where personal data have not been obtained from the data subject
Article 15 – Right of access by the data subject

RChilli does not store any data, and PII sent to its SaaS cloud parsing services. The customers never feel the need to contact the company and demand access to the data because RChilli doesn't keep the data.

Section 3 – Rectification and erasure

Article 16 – Right to rectification RChilli does not store any data and PII sent to its SaaS cloud parsing services. The customers never feel the need to contact the company and demand access/rectification to the data because RChilli doesn't keep the data.

Article 17 – Right to erasure ('right to be forgotten')

Check comments for Article 16.

Article 18 – Right to the restriction of processing

Check comments for Article 16.

Article 19 – Notification obligation regarding rectification or erasure of personal data or restriction of processing

Check comments for Article 16.

Article 20 – Right to data portability

RChilli provides output in JSON, HR XML and XML. This output is portable.

Section 4 – Right to object and automated individual decision-making

Article 21 – Right to object

Article 22 – Automated individual decision-making, including profiling

Section 5 – Restrictions

Article 23 – Restrictions

Chapter 4 – Controller and processor

Section 1 – General obligations

Article 24 – Responsibility of the controller

Article 25 – Data protection by design and by default

Article 26 – Joint controllers

Article 27 – Representatives of controllers or processors not established in the Union

Article 28 – Processor

Check RChilli’s Privacy Policy, *#Mode and Place of Processing Data*, *#Detailed Information on Processing the Personal Data*

Article 29 – Processing under the authority of the controller or processor RChilli does not provide any batch processing directly. The customers initiate the transaction and RChilli processes as per the instructions. Check RChilli’s Privacy Policy, *#Mode and Place of Processing*

Data, *#Detailed Information on Processing the Personal Data*

Article 30 – Records of processing activities Our customers have the right to access parsing logs.

Article 31 – Cooperation with the supervisory authority

Section 2 – Security of personal data

Article 32 – Security of processing

Check RChilli’s Security- Data Privacy Document, *#Data Security*

Article 33 – Notification of a personal data breach to the supervisory authority

Check RChilli’s Security- Data Privacy Document *#Data Security*

Article 34 – Communication of a personal data breach to the data subject
Check RChilli’s Security- Data Privacy Document, *#Data Security*

Section 3 – Data protection impact assessment and prior consultation

Article 35 – Data protection impact assessment
Article 36 – Prior consultation

Section 4 – Data protection officer

Article 37 – Designation of the data protection officer
RChilli is not supposed to fill in this position but appointed one anyway.

Article 38 – Position of the data protection officer
Article 39 – Tasks of the data protection officer

Section 5 – Codes of conduct and certification

Article 40 – Codes of conduct
Article 41 – Monitoring of approved codes of conduct
Article 42 – Certification
Article 43 – Certification bodies

Chapter 5 – Transfers of personal data to third countries or international organizations

Article 44 – General principle for transfers

Article 45 – Transfers on the basis of an adequacy decision

Section 4 – Data protection officer

Article 46 – Transfers subject to appropriate safeguards

Article 47 – Binding corporate rules

Article 48 – Transfers or disclosures not authorised by Union law

Article 49 – Derogations for specific situations

Article 50 – International cooperation for the protection of personal data

Chapter 6 – Independent supervisory authorities

Section 1 – Independent status

Article 51 – Supervisory authority

Article 52 – Independence

Article 53 – General conditions for the members of the supervisory authority

Article 54 – Rules on the establishment of the supervisory authority

Section 2 – Competence, tasks and powers

Article 55 – Competence

Article 56 – Competence of the lead supervisory authority

Article 57 – Tasks

Article 58 – Powers

Article 59 – Activity reports

Chapter 7 – Cooperation and consistency

Section 1 – Cooperation

Article 60 – Cooperation between the lead supervisory authority and the other supervisory authorities concerned

Article 61 – Mutual assistance

Article 62 – Joint operations of supervisory authorities

Section 2 – Consistency

Article 63 – Consistency mechanism

Article 64 – Opinion of the Board

Article 65 – Dispute resolution by the Board

Article 66 – Urgency procedure

Article 67 – Exchange of information

Section 3 – European data protection board

Article 68 – European Data Protection Board

Article 69 – Independence

Article 70 – Tasks of the Board

Article 71 – Reports

Article 72 – Procedure

Article 73 – Chair

Article 74 – Tasks of the Chair

Article 75 – Secretariat

Article 76 – Confidentiality

Chapter 8 – Remedies, liability and penalties

Article 77 – Right to lodge a complaint with a supervisory authority

Article 78 – Right to an effective judicial remedy against a supervisory authority

Article 79 – Right to an effective judicial remedy against a controller or processor

Article 80 – Representation of data subjects

Article 81 – Suspension of proceedings

Article 82 – Right to compensation and liability

Article 83 – General conditions for imposing administrative fines

Article 84 – Penalties

Chapter 9 – Provisions relating to specific processing situations

Article 85 – Processing and freedom of expression and information

Article 86 – Processing and public access to official documents

Article 87 – Processing of the national identification number

Article 88 – Processing in the context of employment

Article 89 – Safeguards and derogations relating to processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes

Article 90 – Obligations of secrecy

Article 91 – Existing data protection rules of churches and religious association

Chapter 10 – Delegated acts and implementing acts

Article 92 – Exercise of the delegation

Article 93 – Committee procedure

Chapter 11 – Final provisions

Article 94 – Repeal of Directive 95/46/EC

Article 95 – Relationship with Directive 2002/58/EC

Article 96 – Relationship with previously concluded Agreements

Article 97 – Commission reports

Article 98 – Review of other Union legal acts on data protection

Article 99 – Entry into force and application

At RChilli, we process job descriptions and resumes/CVs. Companies need to make these documents public to achieve their recruitment goals. Therefore, it is not expected that companies add any kind of private or confidential data to them in any form.

But as these documents contain Personal Identifiable Information, we ensure to provide security for the same.

How Does RChilli Protect Your Data?

RChilli adopts the following practices:

- DATA SENT FOR PARSING:

Document Type: Job Descriptions

Job descriptions do not contain any Personal Identifiable Information. RChilli does not accept job descriptions which include an individual's information. We do not store any description which is sent for parsing.

Document Type: Resumes/CVs

RChilli has never stored resume information during/after parsing on its cloud servers since its inception.

We only keep:

- A log of IP
- Timestamp
- User Key
- Sub-user Value
- File Name
- Parsing Logs
 - PageCount
 - ParsingTime
 - FieldCount
 - MissingFields (Field Name Like Name, Email, Phone, Education, Experience, etc.)
 - ResponseCode
 - FileExtension (PDF, DOC, DOCx, etc.)
 - ResumeLanguage (Language code, en, fr, ge, etc.)
 - EduDrillDownMissing (True/False)
 - ExpDrillDownMissing (True/False)
 - Source (API, Email inbox, etc.)
 - APIType (Resume Parser/Job Parser)

IP- It means your IP address of the server from where you call our service. This is your outbound server IP and not that of candidate's.

User Key, Sub User ID - are predefined. Has nothing to do with Candidate information.

File Name - This can be considered as private information of candidate. We save file name for billing purposes only. Now with GDPR compliant product, you can delete these file names.

We never store the following information of the candidates from their resumes:

1. Any References mentioned in the resume/CV
2. Any URLs and IP addresses
3. Any Social media links
4. Any Phone number and Email addresses
5. Any Street addresses of the candidate
6. Full Name of the candidate
7. Other personal data of the candidate such as
 - Photos
 - Bank details
 - Medical information
 - Marital status
 - Gender
 - Date of birth
 - Nationality
 - Salary
 - Location

- Family details
- Visa
- Driving License
- Mother Tongue

- INTERNAL DATA

Data Type: Data Traveling to Non-EU Servers

For this, we can host the cloud API for you on an EU node of AWS.

Data Type: User Data

We keep user data with us only till the logs are analyzed. Once the analysis is done, we delete this data. You can also send a request to delete your account. It will change the username and other information to a non-recognizable number. We also assume that you are authorized to share candidates' data with third-party (us) and have the right to have their information deleted if required.

- APPLICATION DATA

RScript

RScript does not store resumes which are sent for parsing. This information includes PII which is always protected.

Summary

These practices will not allow anyone to identify persons based on the parsed results. By adopting the safest methods, RChilli ensures secure data by not storing any Personal Identifiable Information.