

# THE TAMIL NADU DOMESTIC WORKERS' WELFARE TRUST



## DATA PROTECTION POLICY

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## **1. Objective**

1.1 The Data Protection Policy of THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST is established to safeguard the personal data of employees, beneficiaries, volunteers, donors, and any other individuals associated with the organization.

1.2 This Policy aims to ensure compliance with relevant data protection laws, maintain confidentiality, and uphold the highest standards of data security.

## **2. Applicability**

2.1 This policy applies to all individuals associated with THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST, including but not limited to employees, volunteers, interns, contractors, donors, and beneficiaries.

## **3. Definitions**

3.1 Personal Data: Any information relating to an identified or identifiable individual.

3.2 Processing: Any operation or set of operations performed on personal data, whether by automated means or not.

## **4. Data Collection and Use**

4.1 THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will only collect personal data that is necessary for legitimate purposes, such as program delivery, donor management, volunteer coordination, and compliance with legal obligations.

4.2 Personal data will be collected directly from individuals wherever possible, and consent will be obtained for the specific purposes of data collection.

4.3 Personal data will only be used for the purposes for which it was collected, unless explicit consent is obtained for other uses or as permitted by law.

## **5. Data Storage and Security**

5.1 Personal data will be stored securely using appropriate technical and organizational measures to prevent unauthorized access, disclosure, alteration, or destruction.

5.2 Access to personal data will be restricted to authorized personnel who require access for legitimate purposes.

5.3 Personal data will be retained only for the period necessary to fulfil the purposes for which it was collected or as required by law. Upon expiry of the retention period, data will be securely deleted or anonymized.

## **6. Data Access and Rights of Individuals**

6.1 Individuals have the right to access their personal data held by THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST. Requests for access should be made in writing to the Project Coordinators.

6.2 Individuals have the right to request correction of inaccurate or incomplete personal data. Requests for correction should be directed to the Project Coordinators.

6.3 Individuals have the right to request deletion of their personal data under certain circumstances, such as when the data is no longer necessary for the purposes for which it was collected.

6.4 Individuals have the right to object to the processing of their personal data and to withdraw consent at any time. Such requests will be honoured to the extent required by law.

## **7. Data Sharing and Transfer**

7.1 THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will not disclose or transfer personal data to third parties without consent, except where necessary for legitimate purposes or as required by law.

7.2 When personal data is shared with third parties, appropriate contractual safeguards will be implemented to protect the data.

7.3 Transfers of personal data outside of India will be conducted in accordance with applicable data protection laws and with appropriate safeguards in place.

## **8. Data Breach Response**

8.1 THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will maintain a data breach response plan to address any unauthorized access, disclosure, or loss of personal data.

8.2 In the event of a data breach, THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will promptly investigate, assess the risk to individuals, and take appropriate measures to mitigate the impact.

8.3 Individuals and relevant authorities will be notified of data breaches as required by law.

## **9. Training and Awareness**

9.1 THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will provide regular training and awareness programs to personnel on data protection principles, policies, and procedures.

9.2 Personnel will be educated on their responsibilities for protecting personal data and reporting any suspected violations or breaches.

## **10. Monitoring and Compliance**

10.1 THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST will monitor compliance with this Policy and conduct audits and assessments to ensure adherence to applicable laws and regulations.

10.2 Violations of this Policy may result in disciplinary action, including termination of employment or contract.

## **11. Exception**

11.1 Exceptions to this Policy may be made only when required by law or with approval from the Chief Functionary.

## **12. Interpretation**

12.1 Matters not specifically addressed in this Policy will be handled by the Project Coordinators in consultation with legal counsel.

12.2 The interpretation of this Policy rests exclusively with THE TAMILNADU DOMESTIC WORKERS WELFARE TRUST.

## **13. Effective Date**

13.1 This Policy supersedes all previous data protection policies and is effective 01-06-2024 upon approval by the Chief Functionary.