

Data protection information for applicants of Asklepios Klinik Bad Griesbach GmbH & Cie. OHG

The security of your privacy is a very important topic for Asklepios Klinik Bad Griesbach GmbH & Cie. OHG that we take very seriously. Therefore, we want to let you know what data we store and use when and for what purpose.

Legal entity responsible for data processing Asklepios Klinik Bad Griesbach GmbH & Cie. OHG

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Area of application

This data protection information clarifies the nature, scope and purpose of the collection and use of personal data by the responsible legal entity Asklepios Klinik Bad Griesbach GmbH & Cie. OHG represented by Frank Tamm and Dr. Joachim Ramming, in the course of the application process according to Art. 13 and Art. 14 DSGVO.

The legal foundations can be found in the EU Data Protection regulation (DSGVO), the Federal Data Protection Act (BDSG-neu) and the Telemedia Act (TMG).

Further information can be found in the online privacy policy (<https://www.stwolfgang.de/de/datenschutz.html>) of Asklepios Klinik Bad Griesbach GmbH & Cie. OHG.

Handling with personal data

Personal data is information that relates to an identified or identifiable natural person (data subject). The processing of such data is only legal if at least one of the following conditions is met:

- the data subject has consented to the processing of personal data for one or more purposes,
- the processing is necessary for the fulfilment of a contract or for the implementation of pre – contractual measures,
- the processing is to fulfill a legal obligation of the responsible person,
- the processing is necessary to safeguard the the legitimate interests of the responsible or third party,
- if this is the case for the decision on the establishment of a employment relationship or the establishment of a employment relationship for its implementation or termination or for the performance or fulfilment of the right arising from the law or a collective agreement, a company agreement (collective agreement) and duties of an employee representative (works council) is required.

Purpose and legal basis of data processing

- I. The storage of your data in the context of the application process and the associated processing of the data that serves to fill an open position in our company.
 - a) Application for a specific job advertisement
 - a. We publish job advertisements on our homepage as well as on various provide portals. If you are interested in such a job offer, you can apply with us for this specific offer. Your application data will then be used only for this specific job offer and according to Art. 6 Abs. (1) lit. b DSGVO and §26 BDSG processed. If your application is not successful, your details will be deleted 4 months after the end of the application process.
 - b. Furthermore we offer you to deposit your application data for 12 months in our applicant pool. As a result, we may be able to match your data with other vacancies and may consider you to fill an open position. The storage of your data takes place only with your express consent. If you decide to be admitted to the pool of applicants, your data will be processed according to your consent Art. 6 Abs. (1) lit. (a) DSGVO in the manner described here. You have the right to revoke your consent to the storage of your data at any time. The revocation of the declaration of consent has no negative effect on the application process for a specific position. After the revocation of your consent, your data will no longer be used as part of the application process and will be deleted from our application pool.
 - b) Initiative application
 - a. It is possible that you will send an unsolicited application to our company without references to a specific job advertisement. These applications are also checked in our company and pass through the process of appraisal. Your application will be used only for the application process and according to Art. 6 Abs. (1) lit. a DSGVO and §26 BDSG processed. If your application is not successful, your details will be deleted 4 months after the end of the application process.
 - b. Even in the case of unsolicited applications, we offer you the option of depositing your application data in our pool of applicants for 32 months. As a result, we may be able to match your data with other vacancies and may consider you to fill an open position. The storage of your data takes place only with express consent. If you decide to be admitted to the pool of applicants, your data will be processed according to your consent Art. 6 Abs. (1) lit. (a) DSGVO in the manner described here. You have the right to revoke your consent to the storage of your data at any time. The revocation of the declaration of consent has no negative effect on the application process for a specific position. After the revocation of your consent, your data will no longer be used as part of the application process and will be deleted from our application pool.
- II. Furthermore, we process your data in accordance with Art. 6 (1) lit. f DSGVO if this is necessary for a legitimate interest and your rights do not outweigh this interest. Such a legitimate interest justifies, for example, the video surveillance in and to our company location.
- III. A processing of your data in our company may also be required to fulfil a legal obligation to which we are subject under Art. 6 (1) lit. c DSGVO be required.

Description of the processed data

We store and process all data that you submit to us during the application process. This includes both the data from your credentials and the information you submit to us in a telephone interview or in a personal interview. Affected by the processing are your contact details such as name, first name, address, telephone number, e-mail address. In addition, all data on your vocational and academic qualifications will be processed. In addition, special categories of personal data in terms of Art. 9 DSGVO be included in the processing. In particular, this may be data on the state of health, on religious or ideological convictions, party or union membership. In addition, submitted application photos may contain personal information that is covered by the particular categories of personal information. This can be, for example, information about racial and ethnic origin and health status. The sole purpose of processing this particular data is to use your application materials to fill vacancies. The Asklepios Klinik Bad Griesbach GmbH & Cie. OHG will not include this particular information their decision unless there is a legal obligation to do so. If you do not wish to process this data, you are free to submit new application documents that have been adjusted for this data. This procedure has no consequences for the prospects of your application.

Video surveillance

Parts of our premises are protected by video surveillance. The storage of the data collected in this way takes place in accordance with Art. 6 Abs. (1) lit. (f) DSGVO. As vandalism and theft continue to occur on our premises, we have a legitimate interest in running a video surveillance system on our site. Data processing on the basis of Art. 6 Abs. 1 lit. f DSGVO may only be carried out to the extent necessary to safeguard the legitimate interest of the company and does not outweigh the interest or fundamental rights and fundamental freedoms of the person concerned which require the protection of personal data. The data collected in this way is stored in our company for 10 days, evaluated during this period and then deleted as a rule. Longer storage may be for the purpose of tracking.

Disclosure of data

1. Data transfer to our company

We also publish job postings in professional networks www.hotelcareer.de (YOURCAREERGROUP GmbH, Völklinger Straße 1, 40219 Düsseldorf, info@ycg.de) as well as www.aubi-plus.de (AUBI-plus GmbH, Weidehorst 116, 32609 Hüllhorst, info@aubi-plus.de). If you use our offer to advertise yourself with your application documents deposited with hotelcareer.de or aubi-plus.de, personal data will be exchanged with this network and used by these companies for profiling. For more details on the collection of data and your legal options and recruitment options, please visit hotelcareer.de (<https://www.hotelcareer.de/datenschutz%C3%A4rung>) and aubi-plus.de (<https://www.aubi-plus.de/datenschutz/>).

2. Data transfer by our company

The transfer of data by our company may be required to fulfil legal obligations under Art. 6 Abs. (1) lit. c DSGVO (e.g. to authorities, police etc.). In addition, based on our legitimate interest under Art. 6 Abs. (1) lit. f DSGVO (e.g. lawyers, tax consultants, authorities, etc)

Obligation to transmit the data

You are under no obligation, either by law or contract, to submit your data to us. However, the transmission of your data is necessary in order to be considered for a vacancy. There is no obligation to grant permission for long term storage. Without this consent, however, we cannot consider your data beyond the application process for a specific position.

Standard deadlines for deleting personal data

If processing takes place on the basis of your consent, we process this data until you revoke your consent. The deletion of personal data takes place after expiry of the statutory and contractual retention periods. If personal data are not subject to retention periods, they will be deleted as soon the stated purpose has been dropped. If your application is unsuccessful, your details will be deleted six months after completing the application process. If you are employed in our company, your application documents will be transferred to the personnel file and will then be subject to the corresponding retention periods. If we are allowed to store and process your data on the basis of declaration of consent, your data will be stored until the consent is revoked.

Transfer of personal data to a third country

Personal data will generally not be transmitted to a third country. Should this nevertheless be the case, the data is submitted on the basis of a reasonable decision (e.g. Canada), by consent, binding company guidelines (binding corporate rules) or concluded EU standard data protection clause. An exception is the data transfer to LinkedIn.de, if you decide to apply by submitting your application documents stored at LinkedIn.de.

Information possibility

According to Art. 15 DSGVO, you have the right to request information from the person in charge as to whether personally identifiable data are being processed. For this, the Asklepios Klinik Bad Griesbach GmbH & Cie. OHG provides an overview of the processing purpose, the categories of processed personal data, the respective recipients or categories of recipients and a copy of stored data.

Rights to review erase and limit processing

According to Art. 16 DSGVO, you have the right to demand immediate correction incorrect personal data concerning you. In addition, for the purpose of processing, you have the right to ask for the completion of incomplete personal data. According to Art. 17 DSGVO, you have the right to request that the personal data in question be deleted without delay if no other legal requirement precludes the deletion. According to Art. 18 DSGVO you have the right to demand the restriction of processing if

- You deny the accuracy of your personal information
- The processing is unlawful and the affected person rejects the deletion of the personal use and instead applies for its restricted use
- The controller no longer needs the personal data for processing purpose, but the data subject requires them to enforce, exercise or defend legal claims
- You object the processing according to Art. 21 DSGVO

Right of withdrawal

You have the right to revoke your consent at any time in whole or in part for the future. The revocation of consent does not affect the lawfulness of the processing carried out on the basis of the consent until the revocation. However, in the event of revocation your application can no longer be or no longer be taken into account to the extent that is available. After your revocation there will be no more brokering activities take place. However, a duty to continue storing data may result from statutory retention requirements

Contradictory legal

You have the right to object at any time to any processing of your personal data based on Art. 6 Abs. (1) lit. (e) and lit. (f) DSGVO. The Asklepios Klinik Bad Griesbach GmbH & Cie. OHG then no longer processes the personal data unless it can prove compelling legitimate reasons that outweigh the interests, rights and freedoms of the person concerned.

Right of appeal

You have the right to lodge a complaint with the competent regulatory if you believe that the processing of your personal data is in breach of the law. The supervisory authority responsible for the Asklepios Klinik Bad Griesbach GmbH & Cie. OHG is the Bavarian State office for Data protection supervision.

Data protection office

We have appointed a data protection officer who works for the Asklepios Klinik Bad Griesbach GmbH & Cie. OHG according to Art. 37 ff DSGVO.

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Status of the privacy information

Constant development requires from time to time adjustments to our privacy principles. We reserve the right to make corresponding changes at any time.

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