

Security and Integrity

Frequently Asked Questions

GDPR-Ready

CCPA Compliant

ISO 27001 Certified

Never Breached

How does Censia protect your data?

1. **Data segregation.** Every customer's data is stored separately and encrypted at rest.
2. **Secure API.** Censia uses secure protocols to connect with your ATS's API using Transport Layer Security 1.2 for HTTPS encryption, which is protected by AES-256 bit encryption.
3. **Secure web application.** The entire Censia site uses HTTPS by default and all data is encrypted in transit.
4. **Internal data encryption.** In addition to encrypting API traffic Censia encrypts all confidential internal traffic. All data at rest, from databases to file systems to caches, is encrypted using AES-256, managed through AWS Key Management Service.
5. **Account Passwords.** All passwords are encrypted with bcrypt, a strong cryptographic hashing algorithm with built-in randomly-generated salts.

Who can access your data?

Access to customer data is only provided to select employees to troubleshoot in the event of a customer issue that needs to be resolved. Arbitrary access is prohibited. Every access is logged for the audit trail.

Is Censia backed up?

Censia uses database replication and periodic snapshots to avoid data loss. In case of a data loss, we use replicas to quickly recover to a known previous state.

What physical security measures are in place to protect your data?

Censia does not store any data on premise. We currently use AWS for all data storage and processing, which is compliant with some of the most stringent security requirements: <https://aws.amazon.com/security/>

What is Censia's data breach response plan?

Censia has procedures in place to disallow external access to data at short notice. We also have strict logging for all access in order to identify breaches.

Is Censia ISO-Certified?

Censia is 27001:2013 certified, indicating that our data is sufficiently protected according to the standards set forth by the International Organization for Standardization (ISO), the world's largest developer of voluntary international standards, and the International Electrotechnical Commission (IEC).

Is Censia compliant with GDPR?

Censia service does process and store, but does not collect personally identifiable information. Censia is a data processor that is committed to providing our Talent Intelligence Platform services in compliance with the GDPR.

Is Censia compliant with CCPA?

Yes, Censia meets or exceeds all CCPA requirements.

For more information, visit www.censia.com/security or email info@censia.com.