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## Employers That Own Or License Personal Information Of A Maryland Resident Must Implement Reasonable Security Procedures And Practices

On May 29, 2022, Maryland [amended](#) its [Personal Information Protection Act](#) (PIPA) to include genetic information in the definition of personal information. The amendments also reduce the data breach notification requirement from 45 to 10 days for businesses that maintain computerized data that includes personal information. The amendments become effective on **Oct. 1, 2022**.

### Personal Information

Under PIPA, personal information includes any of the following when they are not encrypted, redacted or otherwise rendered unreadable or unusable:

- A user name or email address combined with a password or security question and answer that permits access to an individual's email account;
- An individual's first name or first initial and last name combined with other data elements; and
- Beginning Oct. 1, 2022, genetic information with respect to an individual.

For a detailed list of what qualifies as personal information under PIPA, employers can review the [guidance](#) published by the Maryland Office of the Attorney General.

### Protection Requirements

Employers that own or license the personal information of a Maryland resident must implement (and maintain) reasonable security procedures and practices. These procedures and practices must be commensurate with the nature of the personal information and the nature and size of the employer.

Employers that determine a breach of system security has likely compromised personal information must first notify the Office of the Attorney General, then the affected individuals. Beginning Oct. 1, 2022, this notification must take place within 10 days.