

Data Protection Notice Codility

Last Update April 2023

General

DTAG attaches great importance to protecting your personal data. It is important to us to inform you what personal data we collect, how your data is processed.

Where can I find the information that is important to me?

You can send a request for information in accordance with Art. 15 GDPR for this specific data processing to eignungsdiagnostik@telekom.de

The general information on your rights, the data privacy officer, etc. is available in the data privacy notes

- for external candidates at [LINK Data Privacy](#)
- for employees at [LINK myDMS-Document](#).

Who is responsible for data processing?

The legal unit of the functional system owner is responsible for this in the sense of the National group policy "Organization of data protection".

Deutsche Telekom AG GHQ
HR Diagnostics
Friedrich-Ebert-Allee 140
Bonn 53113
DEUTSCHLAND

What we need?

We as DTAG (acting as a **Data Controller**) with all our interlinked providers and sub providers like **Codility** (acting as a **Data Processor** on our behalf) need to inform you on the process of testing.

The legal basis for this is your approval based on GDPR Art. 6 GDPR Lawfulness of processing.

For the purpose of this test, Codility does not need to collect any of the personal data from you. Please note that you do not need any personal data to log in in the system, so that no one could identify you. The test results alone cannot be used for the identification.

On the other hand, Codility is processing all the personal data, when needed, fulfilling the highest standards of data protection and information security based on, but not limited to, the regulation EU GDPR 2016/679 (Regulation (EU) 2016/679 of the European Parliament).

Why we need it?

Codility is acting as a processor (service provider) for the skill assessment on behalf of DTAG. The Codility tests are to be completed for the process defined by us for the purpose of Recruiting and Development. DTAG can take the results of the Codility test into consideration in the selection or development process.

Programming ability is one of the parameters evaluated by a coding simulation task. This is the Machine Learning score that is determined using the control structures and data dependencies. Logical correctness of the written code is evaluated in this section.

This use of AI is consistent with the purpose limitation that has been established for this platform and covers only this sub-area of scoring incomplete code on logical correctness and quality in online coding

simulations. Apart from this functionality, there is no further application of AI. AI is not used by Codility to generate automatic decisions, not even for profiling.

The test result does not lead to an automatic decision in terms of recruiting or development. The decisions based on the test result are made individually by the persons who invited you to the test. For more information on the need of such processing, you should contact the person from whom you have received the demand for the testing.

In order to fulfil the purpose determined by DTAG (acting as a Data Controller) Codility needs to process the answers given and executed coding simulations in the testing and provide the results to DTAG.

The participation in the test is voluntary. No participation does not lead to any disadvantages.

What we do with it?

Test taker Data: You access the test only with the URL provided for you within the invitation. After it, you can start the test without providing any personal information.

Assessment Data: After you have completed the test(s), the system generates and makes available the test results for the DTAG. DTAG matches the test results with your contact details, using the Session ID of your result report.

The technical information collected by Codility - browser type, operating system, IP-address, date (time stamps) - are stored to provide technical support to you and the Employer as well as individuals who reach out to Codility using their web help form. Codility has a legitimate business interest in understanding how their assessments are accessed, how they are used, and any problems users have with them across multiple devices.

Codility stores your Personal Information in data centres located in the European Union.

No other third-party providers have access to the test data, unless specifically required by law and even in this case, they are processed by the explicit consent of the Data Controller as defined by the regulation EU GDPR 2016/679.

How long we keep it?

The pseudonymized data and the test report will be deleted by Codility after 6 months.

On the DTAG side, the data will be deleted 6 months after the testing.

What are your rights?

Should you believe that any personal data we might hold on you is incorrect or incomplete or subject to any other cause, you have the ability to request to see this information, rectify it or have it deleted. For the most efficient of action, please contact the Data Controller directly.

You can withdraw your agreement at any time by contacting us and your data will be deleted.

Please do not hesitate to contact us for any further questions.

