

# CIPP-US<sup>Q&As</sup>

Certified Information Privacy Professional/United States (CIPP/US)

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## QUESTION 1

### SCENARIO

Please use the following to answer the next question:

A US-based startup company is selling a new gaming application. One day, the CEO of the company receives an urgent letter from a prominent EU-based retail partner. Triggered by an unresolved complaint lodged by an EU resident, the letter describes an ongoing investigation by a supervisory authority into the retailer's data handling practices.

The complainant accuses the retailer of improperly disclosing her personal data, without consent, to parties in the United States. Further, the complainant accuses the EU-based retailer of failing to respond to her withdrawal of consent and request for erasure of her personal data. Your organization, the US-based startup company, was never informed of this request for erasure by the EU-based retail partner. The supervisory authority investigating the complaint has threatened the suspension of data flows if the parties involved do not cooperate with the investigation. The letter closes with an urgent request: "Please act immediately by identifying all personal data received from our company."

This is an important partnership. Company executives know that its biggest fans come from Western Europe; and this retailer is primarily responsible for the startup's rapid market penetration.

As the Company's data privacy leader, you are sensitive to the criticality of the relationship with the retailer.

Upon review, the data privacy leader discovers that the Company's documented data inventory is obsolete. What is the data privacy leader's next best source of information to aid the investigation?

- A. Reports on recent purchase histories
- B. Database schemas held by the retailer
- C. Lists of all customers, sorted by country
- D. Interviews with key marketing personnel

Correct Answer: C

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## QUESTION 2

An organization self-certified under Privacy Shield must, upon request by an individual, do what?

- A. Suspend the use of all personal information collected by the organization to fulfill its original purpose.
- B. Provide the identities of third parties with whom the organization shares personal information.
- C. Provide the identities of third and fourth parties that may potentially receive personal information.
- D. Identify all personal information disclosed during a criminal investigation.

Correct Answer: B

Reference: [https://www.lakesidesoftware.com/sites/default/files/Privacy\\_Shield\\_Privacy\\_Statement.pdf](https://www.lakesidesoftware.com/sites/default/files/Privacy_Shield_Privacy_Statement.pdf)

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**QUESTION 3**

Which of the following does Title VII of the Civil Rights Act prohibit an employer from asking a job applicant?

- A. Questions about age
- B. Questions about a disability
- C. Questions about national origin
- D. Questions about intended pregnancy

Correct Answer: C

Reference: <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/interviewandemploymentapplicationquestions.aspx>

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**QUESTION 4**

Which of the following is most likely to provide privacy protection to private-sector employees in the United States?

- A. State law, contract law, and tort law
- B. The Federal Trade Commission Act (FTC Act)
- C. Amendments one, four, and five of the U.S. Constitution
- D. The U.S. Department of Health and Human Services (HHS)

Correct Answer: A

Reference: <https://corporate.findlaw.com/law-library/right-to-privacy-in-the-workplace-in-the-information-age.html>

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**QUESTION 5**

**SCENARIO**

Please use the following to answer the next question:

Felicia has spent much of her adult life overseas, and has just recently returned to the U.S. to help her friend Celeste open a jewelry store in California. Felicia, despite being excited at the prospect, has a number of security concerns, and has

only grudgingly accepted the need to hire other employees. In order to guard against the loss of valuable merchandise, Felicia wants to carefully screen applicants. With their permission, Felicia would like to run credit checks, administer

polygraph tests, and scrutinize videos of interviews. She intends to read applicants\' postings on social media, ask questions about drug addiction, and solicit character references. Felicia believes that if potential employees are serious about

becoming part of a dynamic new business, they will readily agree to these requirements.

Felicia is also in favor of strict employee oversight. In addition to protecting the inventory, she wants to prevent mistakes

during transactions, which will require video monitoring. She also wants to regularly check the company vehicle's GPS for locations visited by employees. She also believes that employees who use their own devices for work-related purposes should agree to a certain amount of supervision.

Given her high standards, Felicia is skeptical about the proposed location of the store. She has been told that many types of background checks are not allowed under California law. Her friend Celeste thinks these worries are unfounded, as

long as applicants verbally agree to the checks and are offered access to the results. Nor does Celeste share Felicia's concern about state breach notification laws, which, she claims, would be costly to implement even on a minor scale.

Celeste believes that

even if the business grows a customer database of a few thousand, it's unlikely that a state agency would hassle an honest business if an accidental security incident were to occur.

In any case, Celeste feels that all they need is common sense ?like remembering to tear up sensitive documents before throwing them in the recycling bin. Felicia hopes that she's right, and that all of her concerns will be put to rest next

month when their new business consultant (who is also a privacy professional) arrives from North Carolina.

Based on Felicia's Bring Your Own Device (BYOD) plan, the business consultant will most likely advise Felicia and Celeste to do what?

- A. Reconsider the plan in favor of a policy of dedicated work devices.
- B. Adopt the same kind of monitoring policies used for work-issued devices.
- C. Weigh any productivity benefits of the plan against the risk of privacy issues.
- D. Make employment decisions based on those willing to consent to the plan in writing.

Correct Answer: D

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