

## Zoe M. Argento

Shareholder  
Co-Chair, Privacy and Data Security Practice  
Group

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## Focus Areas

Privacy and Data Security  
General Data Protection Regulation (GDPR)  
International Employment Law  
Home Health and Home Care  
AI and Technology  
Littler X-celerator Toolkits

## Overview

Zoe M. Argento represents and counsels clients on all aspects of workplace privacy and information security. She has written extensively on subjects related to data rights and security, intellectual property, and internet law, and has given many presentations on these topics. She regularly provides advice to businesses of all sizes on:

- Data security laws and standards
- Security incident response
- Data protection laws, including the GDPR and CCPA, and international data transfer
- Wiretap Act, Stored Communications Act, Computer Fraud and Abuse Act and analogous state laws
- Artificial intelligence
- The Health Insurance Portability and Accountability Act and other health laws
- Social media and other new technologies
- Platform privacy policies, cookies policies, and terms of use
- Biometric data, geolocation data, and other forms of tracking data
- Background screening laws

- Online copyright and trademark risks

Zoe is a Certified Information Privacy Professional (CIPP/US). This credential from the International Association of Privacy Professionals (IAPP) indicates her understanding of both broad global and U.S. concepts of privacy and data protection law, as well as knowledge of:

- Jurisdictional laws, regulations and enforcement models, and rules and standards
- Essential privacy concepts and principles
- Legal requirements for handling and transferring data

Prior to Littler, Zoe taught internet, privacy, intellectual property, and torts law at Roger Williams University School of Law. She also practiced privacy, data security, and intellectual property law at a large law firm in Boston. After graduating law school, she clerked for Chief Judge Mary Lisi at the U.S. District Court for the District of Rhode Island. Zoe served as an officer in the U.S. Navy for four years after college.

## Professional and Community Affiliations

- Member, International Association of Privacy Professionals

## Recognition

- Order of the Coif
- Named, Best Law Firm Writer, *The Burton Awards*, 2016

## Education

J.D., Boston College Law School, 2007, *cum laude*

B.A., Harvard College, 1999, *magna cum laude*

## Bar Admissions

Colorado

Massachusetts

## Languages

Spanish

## Publications & Press

### New Colorado privacy laws to impact “broad swath” of companies

*The Sum & Substance*

August 7, 2024

**New Colorado Law Protects Consumer Biological and Neural Data**

*Law Week Colorado*

July 16, 2024

**Implications for Employers of Colorado's New Biometrics Law**

*SHRM Online*

July 10, 2024

**Implications for Employers of Colorado's New Biometrics Law**

*Littler Insight*

June 27, 2024

**Almost Half of Employers Use AI According to Littler Study, but Legal Risks Abound**

*Law Week Colorado*

May 22, 2024

**Colorado's Landmark AI Legislation Would Create Significant Compliance Burden for Employers Using AI Tools**

*Littler Insight*

May 16, 2024

**A Comprehensive Global Guide for AI Data Protection in the Workplace**

*Corporate Compliance Insights*

April 16, 2024

**China's New Cross-Border Data Transfer Rules Substantially Reduce Compliance Burdens for Multinational Employers**

*Littler ASAP*

March 27, 2024

**Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace**

*Littler Insight*

February 29, 2024

**Time for Employers to Complete California Privacy Rights Act Compliance as Court of Appeal Lifts Injunction on Enforcement**

*Littler Insight*

February 20, 2024

**New Year, New Data Protection Laws: What Employers Should Know**

*Littler Insight*

January 25, 2024

**Practical Ways to Reduce Workplace Theft**

*SHRM Online*

December 5, 2023

**With a Key Deadline Fast Approaching, Now Is the Time to Address Requirements for Data Transfers Outside of China**

*Corporate Compliance Insights*

November 6, 2023

**Strategy to Address China’s Recent Proposed HR Exception to Facilitate Cross-Border Data Transfers**

*Littler Insight*

October 31, 2023

**Department of Commerce Extends the Data Privacy Framework with UK-U.S. “Data Bridge”: Key Takeaways for Multinational Employers**

*Littler ASAP*

October 18, 2023

**With a Key Deadline Fast Approaching, Now Is the Time to Address the New and Complex Requirements for Data Transfers Outside of China**

*Littler Insight*

September 25, 2023

**Data protection issues for employers to consider when using generative AI**

*IAPP*

August 9, 2023

**5 Tips For Employers Handling Generative AI Privacy Risks**

*Law360*

August 8, 2023

**Department of Commerce Launches the EU-U.S. Data Privacy Framework: Considerations for Multinational Employers that Transfer EU Personal Data to the United States**

*Littler Insight*

July 19, 2023

**Court Postpones Enforcement of California Privacy Rights Act Regs**

*SHRM Online*

July 6, 2023

**Breathing Room for Employers as Court Enjoins Enforcement of California Privacy Rights Act Regulations**

*Littler ASAP*

July 2, 2023

**Final Regs Clear Path for Employers to Complete CPRA Compliance**

*SHRM Online*

June 21, 2023

**Finalization of Regulations Clears the Path for Employers to Complete California Privacy Rights Act Compliance Efforts Before June 30, 2023 Deadline**

*Littler Insight*

June 14, 2023

**An Overview of the Employment Law Issues Posed by Generative AI in the Workplace**

*Littler Report*

May 11, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*Littler Press Release*

May 10, 2023

**The Littler Annual Employer Survey 2023**

*Littler Report*

May 10, 2023

**The ins and outs of workplace privacy law: A chat with Zoe Argento**

*International Association of Privacy Professionals (IAPP)*

March 24, 2023

**Complying with California's new privacy law is a big deal for employers**

*Marketplace*

January 2, 2023

**Episode 4: Getting to Know the California Privacy Rights Act (CPRA) Practical Guidance Podcast: Data Privacy Series**

*LexisNexis*

November 28, 2022

**California Privacy Rights Act (CPRA): Employer Obligations**

*Lexis Practical Guidance*

November 18, 2022

**Employers Face Robust Monitoring Disclosure in Labor Board Plan**

*Bloomberg Law*

November 2, 2022

**Does the new California Privacy Rights Act (CPRA) apply to employers?**

*Littler 2 the Point Video*

July 26, 2022

**California Privacy Rights Act for Employers: Developing and Posting a Privacy Policy for Human Resources Data**

*Littler Insight*

April 19, 2022

**New Jersey Joins the Trend of Increasing Privacy Protections for an Employee's Location**

*Littler Insight*

March 30, 2022

**CPRA Preparation: Action Steps**

*Littler Podcast*

October 27, 2021

**Employers May Lose Grip on Employee Monitoring**

*Reuters*

October 19, 2021

**CPRA Vendor Management**

*Littler Podcast*

October 14, 2021

**CPRA Enforcement**

*Littler Podcast*

September 29, 2021

**California Privacy Rights Act for Employers: The Rights to Opt Out of Sales and Sharing, Restrict Sensitive Personal Information, and Non-Discrimination**

*Littler Insight*

September 7, 2021

**CPRA Individual Rights**

*Littler Podcast*

August 30, 2021

**CPRA and Information Security**

*Littler Podcast*

August 16, 2021

**California Privacy Rights Act for Employers: The Rights to Know, Delete, and Correct**

*Littler Insight*

August 16, 2021

**Ninth Circuit Holds TCPA Prohibits Pre-Recorded Recruiting Calls to Cell Phones Without Prior Express Consent**

*Littler Insight*

August 13, 2021

**CPRA: Background, Notice at Collection, and Website Privacy Policy**

*Littler Podcast*

August 4, 2021

**As Colorado and Virginia Follow California's Lead in Enacting Data Privacy Laws, Employers Must Start Planning to Address an Inevitable Trend**

*Littler Insight*

July 8, 2021

**The European Union's New Standardized Data Transfer Agreement: Implications for Multinational Employers**

*Littler Insight*

June 9, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Conversations with Women: Impacts of the Pandemic on Women in the Workforce**

*Littler Podcast*

March 10, 2021

**Substantial New Privacy Obligations for California Employers: The California Privacy Rights and Enforcement Act of 2020 Passes at the Polls**

*Littler Insight*

November 5, 2020

**Employers Likely to Receive One-Year Reprieve from Full California Consumer Privacy Act**

*Littler Insight*

September 3, 2020

**With COVID-19 Resurgent, Employers Confront Privacy and Information Security Issues When Testing Employees for COVID-19**

*Littler Insight*

August 3, 2020

**'Schrems II' and Transfers of HR Data: Action Steps for US Multinationals**

*National Association of Privacy Professionals*

July 22, 2020

**EU's Highest Court Opens Personal Data Transfers to the United States: Action Steps for U.S. Multinational Employers to Keep HR Data Transfers on Track**

*Littler Insight*

July 20, 2020

**The Next Normal: A Littler Insight on Returning to Work – Privacy and Data Security Implications of Employee Screening**

*Littler Insight*

April 27, 2020

**Frequently Asked Questions on Workplace Privacy and COVID-19**

*Littler Insight*

March 31, 2020

**Employers receive last-minute reprieve from the most onerous CCPA compliance obligations**

*IAPP.org*

September 17, 2019

**Employers Receive Last-Minute Reprieve From The Most Onerous CCPA Compliance Obligations**

*Littler Insight*

September 17, 2019

**Colorado Limits Inquiries About Applicants' Criminal History**

*Littler Insight*

June 12, 2019

**Littler Elevates 28 Attorneys**

*Littler Press Release*

January 2, 2019

**Hit the Pause Button: The Implications of Recording in the Workplace**

*Littler Insight*

September 4, 2018



**Drones Are Coming. Here's How to Be Ready**

*TLNT*

November 15, 2017

**What's So Bad About My Bad Credit?**

*CNN Money*

November 9, 2017

**Vendor Breaches and Their Implications for Employers**

*Littler Insight*

September 15, 2017

**Can You Fire an Employee for Attending a Protest? Yes, Depending on Your State**

*MH&L Magazine*

August 21, 2017

**Helping To Protect Your Company From A Cyber-Attack: Eight Tips For Human Resources Professionals And In-House Employment Counsel**

*Littler ASAP*

May 18, 2017

**5 Ways to Address Negative Social Media**

*Human Resource Executive Online*

March 23, 2017

**Dear Littler: Can A Boss Fire Someone for Off-Duty Political Activities?**

*Dear Littler*

January 20, 2017

**Littler Attorneys Selected as Recipients of "2016 Distinguished Legal Writing Award"**

*Littler Press Release*

April 14, 2016

**Social Gatherings and Social Media this Holiday Season – What's Not to "Like"?**

*Littler Insight*

December 14, 2015

**The Big Move Toward Big Data in Employment**

*Littler Report*

August 4, 2015

**The E-Workplace: Internet Security, Privacy & Social Media Policies**

March 3, 2015

**Ring in the New Year with Four Ban-The-Box Laws**

*Littler ASAP*

January 26, 2015

**The Brave New World of Wearables in the Workplace: Privacy and Data Security Concerns for Employers**

*Bloomberg BNA Privacy & Security Law Report*

January 19, 2015

**Four New Laws Within 40 Miles: The Washington, DC Area Accelerates the "Ban-the-Box" Movement**

*Littler Insight*

December 2, 2014

**Information Security Risks for Employers: \$150,000 Settlement Illustrates the Reach of State Law**

*Society for Human Resource Management (SHRM)*

October 29, 2014

**Settlement highlights info security risks for employers**

*Rhode Island Lawyers Weekly*

October 6, 2014

**California Takes the Lead Again in Data Breach Laws**

*Littler ASAP*

October 3, 2014

**Settlement highlights info security risks for employers**

*Massachusetts Lawyers Weekly*

September 25, 2014

**NLRB's Recent Triple Play Decision Tackles Two Critical Social Media Issues for Employers**

*Littler Insight*

September 2, 2014

**Define 'Reasonable' When It Comes to Data Security**

*Corporate Counsel*

June 11, 2014

**"Reasonable" Data Security: The FTC's Guideposts for Employers**

*Littler ASAP*

June 9, 2014

**A Tale of Two Cities: Rochester Follows Buffalo to Ban the Box**

*Littler ASAP*

May 27, 2014

**Baltimore Becomes the 10th Jurisdiction To "Ban The Box"**

*Littler ASAP*

May 16, 2014

**San Francisco's Board of Supervisors "Bans The Box" and Further Complicates Criminal History Checks by the City's Employers**

*Littler ASAP*

February 10, 2014

**Killing the Golden Goose: The Dangers of Strengthening Domestic Trade Secret Rights in Response to Cyber-Misappropriation**

*Yale Journal of Law and Technology*

2014

**Whose Social Network Account? A Trade Secret Approach to Allocating Rights**

*19 MICH. TELECOMM. & TECH. L. REV. 201*

2013

**Social Media: The Separation of Work & Play**

*National Symposium on Technology and Labor and Employment Law - American Bar Association (ABA)*

2013

**What the Digital Millennium Copyright Act Can Learn from Medical Marijuana: Fixing the AntiTrafficking Provisions by Basing Liability on the Likelihood of Harm**

*35 COLUM. J.L. & ARTS 503*

2012

**To Cache or Not to Cache: Internet Service Provider Caching of Peer to Peer Traffic**

*WHITTIER L. REV. 421*

2010

**Applying Genericide to the Right of Publicity**

*10 VAND. J. ENT. & TECH. L. 321*

2008

**Speaking Engagements**

**How HR and In-House Legal Can Help Prevent and Respond to the Next Killer Data Breach**

July 16, 2024

**Data Protection for Multinational Employers: Frameworks, Artificial Intelligence and More**

May 15, 2024

**Face the (Cyber) Nation – Employee Benefits Edition**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

**Face the (Cyber) Nation - Employee Benefits**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

**Recipe for Success: The Data Protection Framework for AI in the Global Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**Recipe for Success: The Data Protection Framework for AI in the Global Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Artificial Intelligence in the Global Workplace**

International Association of Privacy Professionals, Global Privacy Summit, Washington, DC

April 4, 2024

**Strategies for Managing Your Employees' AI Addiction**

March 13, 2024

**Square Pegs and Pitfalls: Privacy and Data Security in the Workplace**

California Lawyer's Association

March 8, 2024

**Artificial Intelligence in the EU - What is Happening on the Other Side of the Pond and Why You Should Definitely Care**

December 12, 2023

**2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

**The New Business Models: Intersection of Employment, Privacy and Cybersecurity Law**

New York City Bar Association

October 11, 2023

**2023 Littler AI Summit**

Washington, DC

September 21, 2023

**Operationalizing Privacy: Building a Privacy Program to Manage the Explosion of Privacy Laws**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Practical Answers to Employers' Most Common and Tricky Privacy and Information Security Questions**

Rocky Mountain Employer Conference

October 27, 2022

**Littler AI Summit**

Washington, DC

September 28, 2022

**California Privacy Rights Act in the Face of Uncertainty: How to Advance Your Organization's Compliance Program While Awaiting Final Regulations**

September 22, 2022

**Your Data Can Help or Hurt You: What Should You Do?**

Professional Background Screening Association (PBSA) Annual Conference 2022

September 12, 2022

**Finding the Cure for Data Protection Overload: Practical Solutions for Managing the Onslaught of New U.S. and Global Data Protection Laws**

Littler Executive Employer Conference

May 5, 2022

**California Privacy Rights Act Workshop: Practical Steps for Compliance with Human Resources Data**

Littler Executive Employer Conference

May 4, 2022

**California Privacy Rights Act - Steps To Take Now: Project Planning, Vendor Contracting, and Data Retention and Security**

April 14, 2022

**California Privacy Rights Act for Human Resources Data**

IAPP KnowledgeNet Webinar

March 9, 2022

**Time to Get Ready! Key Steps for Employers to Address Compliance with the California Privacy Rights Act**

February 3, 2022

**2021 California Virtual Regional Employer Conference**

Sacramento, CA

October 28, 2021

**2021 Rocky Mountain Virtual Regional Employer Conference**

Denver, CO

October 6, 2021

**The Pandemic May Be Coming to an End, but New State Privacy Laws and Remote Work Complications Ensure that Data Protection Challenges Will Continue**

2021 Littler Executive Employer Conference

May 12, 2021

**Compliance Coffee Talk**

Denver, CO

April 7, 2021

**How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive**

February 16, 2021

**To Text or Not To Text: Legal Risks and Options of Texting with Employees**

December 3, 2020

**2020 Rocky Mountain Virtual Employer**

November 18, 2020

**New York and California Privacy Laws: What Employers Need to Know**

Japan Society Webinar

June 25, 2020

**The Next Normal: Strategies and Best Practices for Returning to Work in Colorado**

May 11, 2020

**Tales from the Trenches: Updates and Practical Guidance for Employers on COVID-19**

April 21, 2020

**The New York SHIELD Act, California Consumer Privacy Act, and Data Security for Employers: HR's Role in Building a Compliant Data Security Program**

March 4, 2020

**The California Consumer Privacy Act: What Employers Need to Know and Do Before the January 1, 2020 Compliance Deadline**

November 14, 2019

**GDPR, CCPA, and the New World of Data Protection Laws: What In-House Counsel Should Know**

Senior Women's Corporate Counsel Annual Retreat, Beaver Creek, CO

November 2, 2019

**BYOD, the Cloud and Beyond: Managing the Risks of the Remote Workforce**

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

**Tracking Your Employees' Digital Trail**

2019 New England Employer Conference, Newton, MA

September 27, 2019

**Two Hot Topics in Legal Risk: HIPAA and Texting**

National Association for Home Care & Hospice Webinar

July 25, 2019

**Tracking Your Employees' Digital Trail**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

**Anticipating and Beating the Risks of the Latest Wave of Technology Entering the Workplace**

2019 Executive Employer Conference, Phoenix, AZ

May 9, 2019

**How to Ride the Next Wave of Background Check Class Actions? Get Up to Speed Now on Gnarly State and Local Requirements**

2019 Executive Employer Conference, Phoenix, AZ

May 9, 2019

**2019 Philadelphia Regional Employer Conference**

Philadelphia, PA

April 2, 2019

**Workplace Privacy and Data Security**

Financial Service Centers of America Annual Conference, Las Vegas, NV

October 4, 2018

**The Next Frontier: Wearables, Drones, and Colorado's New Data Privacy Law**

Rocky Mountain Employer Conference

September 21, 2018

**Hiring Traps for Even the Wary: How Fair Chance Acts, Salary History Bans and Consumer Reporting Laws Continue to Catch Employers Off Guard**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**How the AI and Robotics Revolution Will Shape the Employment and Labor Law Landscape**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

**Privacy Concerns in Today's Technology-Based Workplace**

Littler Webinar

February 2, 2018

**How to Screen out the "Employee from Hell" Without Having to Litigate Against the "Applicant from Hell"**

Littler Rocky Mountain Employer Conference

October 3, 2017

**Privacy Concerns in Today's Technology-Based Workplace**

Milwaukee Regional Employer Conference

September 12, 2017

**Combating the Insider Threat to Data Security**

Denver KnowledgeNet Chapter of the International Association of Privacy Professionals, Denver, CO

April 15, 2017



**Cyber Security: Identifying and Reducing the Risks**

American Association of Port Authorities, Oakland, CA  
April 8, 2017

**Handling Negative Employee Social Media**

Lorman Education Services Live Webinar  
March 16, 2017

**The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets**

Rocky Mountain Employer Conference  
September 21, 2016

**Regulation or Partnership?: Government, the Private Sector, and Cybersecurity**

Cybersecurity + Law Enforcement: The Cutting Edge Symposium, Roger Williams University School of Law, Bristol, RI  
October 16, 2015

**Workplace Privacy: The "New Digital Workplace," What's Next and What Should Employers Be Doing to Prepare?**

2015 Rocky Mountain Employer, Denver CO  
October 7, 2015

**Social Media and the Labor Law Practitioner: Navigating the Latest NLRB Decisions on Employee Policies and Discipline**

Labor and Employment Relations Association, Rocky Mountain Chapter, Denver, CO  
May 12, 2015

**Employee Data Protection: FTC's Reasonable Data Security Guideposts for Employers in 2015**

February 13, 2015

**The 2014 Rocky Mountain Employer Conference**

Denver, CO  
October 30, 2014

**Social Media and the Workplace: Navigating the Latest NLRB Decisions on Employee Policies and Discipline**

Clear Law Institute Webinar  
October 9, 2014

**Trade Secrets and Cyber-Security**

Computer Science Department – Brown University, Providence, RI  
November 1, 2013

**Killing the Golden Goose: The Dangers of Strengthening Domestic Trade Secret Rights in Response to Cyber Risks**

13th Annual Conference - Intellectual Property Scholars, New York, NY

August 8, 2013

**Intellectual Property and Torts Panel**

Cyber Threats & Cyber Realities Conference - Roger Williams University, Bristol, RI

June 17, 2013

**Social Media: The Separation of Work & Play**

National Symposium on Technology and Labor and Employment Law, Section of Labor & Employment – American Bar Association, Berkeley, CA

April 23, 2013

**Whose Social Network Account**

12th Annual Conference - Intellectual Property Scholars, Palo Alto, CA

August 10, 2012

**Hot Topics in Intellectual Property Law**

National Conference of Law Reviews Inc., Providence, RI

March 30, 2012

**Who Owns the Social Media Account?**

4th Annual Internet Law Work-in-Progress Symposium - New York Law School, New York, NY

March 24, 2012

**What the Digital Millennium Copyright Act Can Learn From Medical Marijuana**

Dean Dinwoodey Center for Intellectual Property Studies - The George Washington University Law School, Washington, DC

February 23, 2012

**Electronic Communications Privacy Act and Stored Communications Act in the Context of Social Media**

Annual Meeting - Rhode Island Bar Association, Providence, RI

June 16, 2011

**Books & Book Chapters**

- *Littler on Employee Monitoring: Searches, Surveillance & Privacy Concerns*, The Littler National Employer Library, co-author Philip L. Gordon