

Ri.05 Damages due to Selection Processes

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This risk category describes legally or politically undesirable uses of information in selection processes. The risks occur in institutional-formal selection processes (e.g. application procedures) or personal-individual selection processes (e.g. selection of contractual partners). The risk can manifest itself in discrimination or stigmatization. The starting point for discrimination is often sensitive data (such as information about racial origin, religious beliefs or sexuality), but it can also be devaluation and performance indication. *Schutzgut* is the principle of equality, but also the individual's inner freedom of development. From the list in Rec. 75 GDPR, discrimination, the processing of sensitive data and the evaluation of personal aspects of natural persons fall into this risk category.