

TIPS FOR INCLUDING SECURITY IN EMPLOYEE OFFBOARDING

A collaborative effort between HR, IT and security



Departing employees present one of the highest insider threat risks. Therefore, it is essential that every company incorporate security during the offboarding process. This checklist can help you with that.



STAY IN SYNC

HR, IT and security need to act as one from the moment a termination or resignation happens. That means they're notified simultaneously and they automatically kick-start a joint offboarding process.



CHECK THE REAR-VIEW MIRROR

The 90 days before a person leaves a company are a prime window for suspicious data activity. Code42's departing employee lens conducts an automatic historical analysis for every leaver's file activity, so you can catch anything unusual in plenty of time.



REVOKE ACCESS, TRANSFER OWNERSHIP

If the person leaving is a system admin, app owner or a vendor relationship owner, be sure to remove their access and transition ownership before they leave.



MAKE A LIST, CHECK IT THRICE

Make a list of all the apps, systems, devices, tools, resources, fobs, keycodes and anything else departing employees have access to—ask their line-manager about any shadow footprint they know of.



SURVEY BEFORE EXITING

Capture employee feedback and establish clear expectations post-employment. Why are they leaving? Is there a non-compete or non-solicitation clause? Do they understand the agreement?



GET FORENSIC

Validate your employees exit surveys with a risk-based analysis of their role, tenure, cyber-behavior, exit reasons and data access. If they're classified as high risk, pursue a more rigorous offboarding program.



DON'T FORGET THE OFFBOARDING ITSELF

Remember to track data behavior throughout the offboarding process itself (again, using something like the Code42 departing employee lens). Just because you didn't flag anything in the last 90 days doesn't protect you from any last-minute suspicious activity.

On their last day



GET IT BACK

Ensure all company property (especially devices and badges) is collected and returned to the right teams.



SHUT IT DOWN

Start the system-access shut-down process the moment the employee leaves.