# Compliance & Risk

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### **Headlines**

- Workplace banter or sexual harassment?, p.17
- FCA charges first individual with running a network of illegal crypto ATMs, p.18
- Request to work from office not harassment says employment Tribunal, p.19

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### Irish Data Protection Commission fines Meta Ireland €91 million

On 27 September 2024, the Irish Data Protection Commission (DPC) announced its final decision following an inquiry into Meta Platforms Ireland Limited (Meta). This inquiry was launched in April 2019, after Meta notified the DPC that it had inadvertently stored certain passwords of social media users in 'plaintext' on its internal systems (i.e. without cryptographic protection or encryption).

The regulator's investigation explored Meta's compliance with the General Data Protection Regulation (GDPR), and in

particular, whether Meta had implemented measures to ensure a level of security appropriate to the risks associated with the processing of passwords. The inquiry further assessed whether Meta had complied with its obligations to document, and to notify the regulator of, personal data breaches.

The GDPR requires data controllers to implement appropriate security measures when processing personal data, taking into account factors such as the risks to service users and the nature of the data processing.

The GDPR also requires data controllers to properly document personal data breaches, and to notify the supervisory authority of breaches without undue delay to avoid damage such as loss of control over personal data.

The DPC submitted a draft decision to the other Concerned Supervisory Authorities across the EU/EEA in June 2024, as required under Article 60 of the GDPR. No objections to the draft decision were raised by the other authorities.

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## Fans look back in anger as CMA investigates sale of Oasis tickets

The UK competition regulator has launched an investigation into Ticket-master's handling of the Oasis ticket sales for the forthcoming Oasis tour.

Announcing the start of the investigation on 5 September 2024, the Competition and Markets Authority (CMA) said that it will be scrutinising whether the sale of Oasis tickets by Ticketmaster may have breached consumer protection law. The investigation will consider a variety of issues including whether Ticketmaster has engaged in unfair commercial practices which are prohibited under the Consumer Protection from Unfair Trading Regulations 2008.

The regulator said that the investigation will also focus on how so-called 'dynamic pricing' may have been used. Initial excitement about the band's reconciliation and tour was soon replaced by disappointment and anger as fans complained that the prices for the 17 shows had been increased without warning.

Over the weekend of ticket sales, fans queued in the system for hours for standing tickets advertised at £135 only to discover that the price had risen to £355 by the

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