

# Seattle University

## Code of Conduct

### I. Rationale

In the midst of a global economy, Seattle University finds itself challenged with new opportunities and new responsibilities. Through global communications and increasingly complex technologies, the university in its quest to be universal is necessarily involved in issues and questions that press for understanding, analysis, and in some cases action. The issue of sweatshops with the related questions of basic human rights touches the university, not only as a theoretical object of teaching and research but also in its practical operations as a purchaser and

## **II. Definitions**

This Code shall apply to all contractors of the University, as the term “contractor” is defined

employee, and in any instance of homework the employer must ensure that it is done in a manner that is safe for the employee.

iv. *Overtime*: In addition to their compensation for regular hours of work, employees shall be compensated for any overtime hours at their regular rate of pay (or such premium rate as is legally required in the country of manufacture, whichever is higher).

v. *Child Labor*: No person shall be employed at an age younger than 15, except where consistent with the law of the country of manufacture. Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age of completing compulsory education shall apply to this section. Young workers are encouraged to attend school, and under no circumstances will they be forced to work hours that would prevent them from attending school.

vi. *Forced Labor*: There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise. Labor supplied by prisoners working within the United States pursuant to a lawfully authorized work program sponsored by the United States government or a government of one of the fifty states shall be permissible if the contractor obtains Seattle University's prior written consent.

vii. *Health and Safety*: Contractors must provide workers with a safe and healthy work environment. If residential facilities are provided to workers, they must be safe and healthy facilities. Contractors must comply with local and national health and safety laws, including compensation for work related injuries. At no time will workers be

Once a union has been formed, the employer shall negotiate in good faith with the union and its representatives.

xii. *Temporary Workers*: The use of temporary workers should not be a permanent practice of any contractor. Temporary workers are not to be used as a weapon

- C. The WRC and the FLA will disclose their findings to the contractors and to Seattle University.

**V. Revision of this Code**

The University reserves the right to review or amend this Code on an annual basis. Any changes will be communicated to all contractors.

**VI. Mechanisms for Maintaining Seattle University's Commitment to a *Sweat-Free* Campus**

- A. The President of Seattle University will create a committee charged with implementing, and monitoring compliance with, the Code of Conduct for producers of Seattle University apparel:

