

Freedom of Association

The University of Notre Dame has become a national leader in the collegiate anti-sweatshop movement. Within that movement, several colleges and universities have adopted policies regarding factory disclosures and independent monitoring. Notre Dame was the first college or university in the country to adopt a Code of Conduct for its licensees and the first to undertake independent monitoring of factories where its licensed products are manufactured.

The University was a founding member of the Fair Labor Association and is a member of the Worker Rights Consortium. Notre Dame also has taken a unique national leadership position on the issue of Freedom of Association. The University's policy was crafted by the President's Task Force on Anti-Sweatshop Initiatives, which includes Notre Dame faculty, administrators, students and representatives of key licensees. It was approved by Rev. Edward A. Malloy, C.S.C., the University's President.

The Freedom of Association Policy states that Notre Dame licensed products cannot be manufactured in countries lacking a legal right for workers to organize and form independent labor unions of their own choosing. Based upon Catholic social teaching, the policy requires that workers who manufacture Notre Dame products be legally permitted to organize labor unions and negotiate with Management for improved wages, hours, working conditions, health and safety issues, and other terms and conditions of their employment.

The University of Notre Dame will not allow its licensees to produce products in countries that do not lawfully recognize fundamental Free Association rights. There are currently about ten countries in the world that do not comply with that principal. The most significant one is China. The impact of this policy is very important and the University community can support it by ordering and purchasing products consistent with the policy. Products manufactured in Taiwan and Hong Kong are acceptable. Non-Notre Dame branded products manufactured in China are not addressed by the University's policy.

PRECLUDED COUNTRIES

Afghanistan
China
Equatorial Guinea
Iran
Laos
Oman
Qatar
Saudi Arabia
Somalia
Turkmenistan
United Arab Emirates