
Welcome to the
Panel Presentation on
Worker Participation Committee
Recommendations

April 18, 2018

Worker Participation Committee

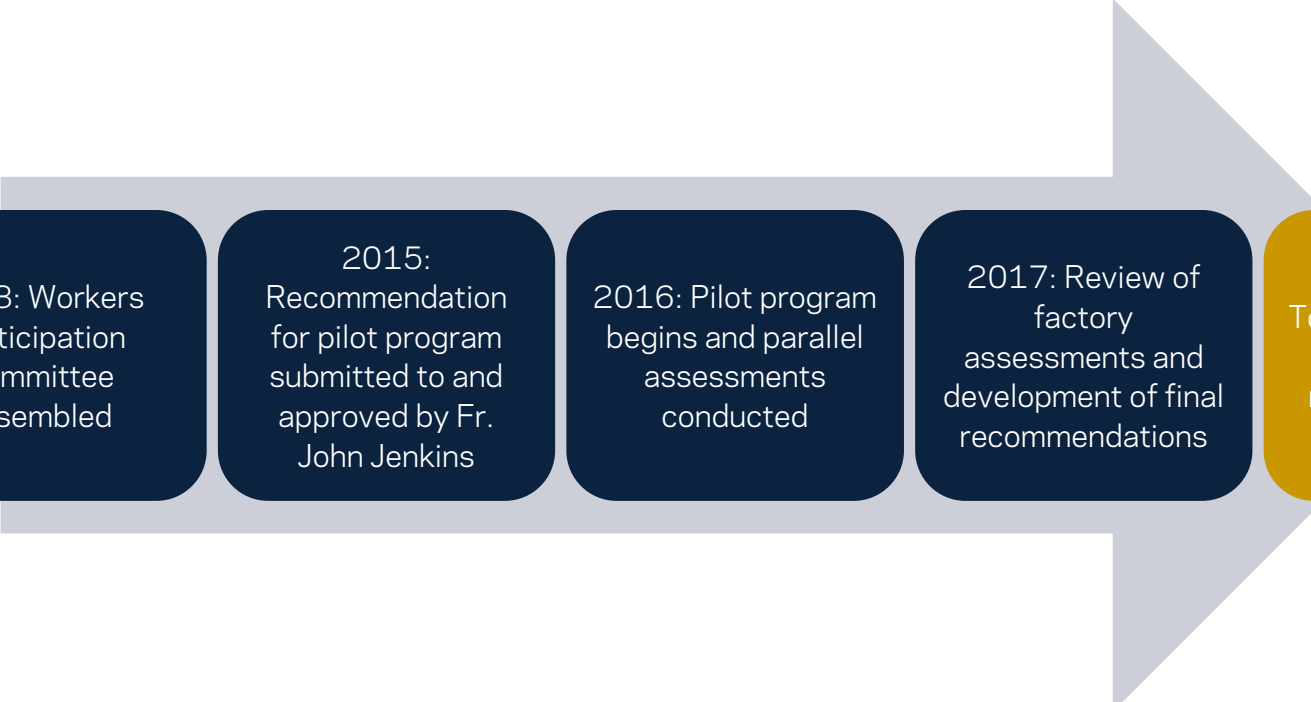
Committee Charge

1. Review the University of Notre Dame's existing Licensing Code of Conduct with regard to Freedom of Association
2. Make a recommendation on whether or not to make any changes to the existing code, especially with regard to production of Notre Dame-licensed products in China

Worker Participation Committee

- John Affleck-Graves, Executive Vice President
- Bernard Akatu, Senior Advisor to the Executive Vice President
- Dennis Brown, Assistant Vice President, News & Media Relations
- Douglass Cassel, Professor of Law, International Human Rights
- Christine Cervenak, Associate Director for Center for Civil and Human Rights
- Alex Coccia, '14 alumnus, Student Body President 2013-14
- Marianne Corr, Vice President and General Counsel
- Brian Coughlin, Associate Vice President, Student Development
- Georges Enderle, Professor of International Business Ethics
- Tomi Gerhold, Director of Licensing
- Dave Harr, Associate Vice President, Auxiliary Operations
- Lionel Jensen, Associate Professor, East Asian Languages and Cultures
- Rev. William M. Lies, C.S.C., Vice President for Mission Engagement and Church Affairs
- Hannah O'Brien, Undergraduate Student
- Armani Porter, Undergraduate Student
- Lauren Vidal, '15 alumna, Student Body President 2014-15

Timeline to Date

A large, light gray arrow pointing to the right, serving as a background for the timeline. It is composed of a long horizontal bar with a triangular arrowhead on the right side.

2013: Workers
Participation
Committee
assembled

2015:
Recommendation
for pilot program
submitted to and
approved by Fr.
John Jenkins

2016: Pilot program
begins and parallel
assessments
conducted

2017: Review of
factory
assessments and
development of final
recommendations

Today: Discussion of
final
recommendations

Recommendation #1

A Standing Committee should be established to monitor the University's progress towards the goals outlined below and consider additional aspirational goals inspired by Catholic Social Teaching to advance its commitment to workers' rights, as well as other human rights, and to promote corporate responsibility.

Recommendation #2

The Standing Committee will expand its review of licensees and factories to include a broader range of human rights issues. These assessment tools will be reviewed annually to ensure they address the broad spectrum of human rights concerns as required by the University's Licensing Code of Conduct.

Recommendation #3

In countries that recognize freedom of association by law, every licensee will be required to participate in the Sumerra assessment process to evaluate their organization's current corporate responsibility program and the level of knowledge of manufacturing practices within their contracted factories. For each licensee, Sumerra will also conduct an audit of all overseas factories where licensed products are manufactured. These factories will be under the ongoing oversight of the Standing Committee.

Recommendation #4

In countries that do not recognize freedom of association by law, the Standing Committee may consider, within its discretion, a limited exemption to manufacture products in those countries only after the factory has successfully completed both the Summera assessment and a more in depth audit by Verité. These factories will also be under the ongoing oversight of the Standing Committee.

Recommendation #5

The University should cultivate partnerships with other organizations to advance respect for workers' rights, other human rights and promote corporate responsibility in the supply chain.

