

*University Committee for Monitoring Labor  
and Human Rights Issues*

THE UNIVERSITY OF ARIZONA®  
**University Committee for Monitoring Labor and Human Rights Issues**  
Faculty Center  
1216 E. Mabel St. - PO Box 210456  
621-1342 (Fax: 621-8844)

**ANNUAL REPORT 2014-15**

**Membership:**

Dr. Susan Shaw, Anthropology **CHAIR** (1/09-5/15)  
Dr. Paloma Beamer, Community/Environment/Policy (5/11-5/15)  
Mr. William Box, ASUA (8/14-5/15)  
Mr. Jim Collins, GPSC (6/11-5/15)  
Mary Carol Combs, Teaching, Learning & Sociocultural Studies (6/14-5/17)  
Dr. Jennifer Croissant, Gender/Women's Studies (2/11-5/15)  
Dr. Suzanne Dovi, Gov't & Public Policy (6/14-5/16)  
Ms. Carolyn Trowbridge, Community Member (1/10-5/16)  
Dr. Marv Waterstone, Geography (1/09-1/15)  
Ramin Yadegari, Plant Sciences (1/13-5/16)

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**Charge of the Committee**

*The University of Arizona bears a responsibility to exercise leadership in labor and human rights matters. To this end, the University Committee for Monitoring Labor and Human Rights Issues strives to ensure that fundamental labor and human rights, particularly those articulated in the April 30, 1999 Commitments Relating to Sweatshops, are implemented by University licensees.*

*a. The committee makes recommendations to the President regarding fundamental labor and human rights issues including codes of conduct for licensees, monitoring of licensees, efforts to improve licensee compliance, and relations with non-compliant licensees.*

*b. The committee is also charged with educating the University community and the broader public about these issues.*

**Summary of Activities 2014-2015**

The committee met two times during the 2014-2015 year.

Due to problems with timely deliveries and their inability to meet royalty payments described in our previous annual report, the Committee is no longer promoting Alta Gracia apparel in the ASUA Bookstores. Alta Gracia is a sweatshop-free factory in the Dominican Republic that produces an apparel line of university logo goods carried at over 400 colleges and universities. Allixandra (Alixie) Holcomb Gustafson, with the University Relations Department, continues to monitor Alta Gracia performance through the Fair Labor Association (FLA) and the Worker Rights Consortium (WRC).



Most of the committee's work this year focused on the development of a university-wide code of conduct to guide university contracts and purchase. The committee feels a policy addressing a *Code of Conduct* for UA contractors and vendors should be in place and readily available to all vendors so that issues do not need to be addressed on a case by case basis after a University stakeholder complains that an entity doing business with UA does not uphold the UA missions and values. This policy started during President Shelton's tenure and progressed through Interim President Gene Sander's time with positive feedback from both Presidents. The committee had been working with Ted Nasser, Director of Procurement and Contracting Services, and Stephanie Rosenberg, from the Office of the General Counsel. The committee has finalized the language of the code of conduct, met with Stephanie Rosenberg in February 2015 to work towards agreement and resolved questions regarding wording. Previously, the committee met with Wanda Howell, former Chair of the Faculty and Robert Mitchell, former Vice Chair of the Faculty, to seek input and develop a policy champion. The final draft is now in the hands of Laura Todd Johnson (the UA General Counsel), who is conveying it to the UA President. Once that has happened, the next steps going forward are for the committee to meet with Lynn Nadel, current Chair of the Faculty, so that he can present the proposal to the President's Cabinet as its sponsor, and from there the *University Policy on Polices* will be followed to final approval and implementation.

Respectfully submitted,

*Susan Shaw*

Dr. Susan Shaw, Chair  
UCMLHRI