The University of Vermont is committed to conducting its business affairs in a socially responsible and ethical manner consistent with its educational and public services mission and to protecting and preserving the global environment. As a condition of being permitted to produce and/or sell licensed products, all licensees must comply with this Code.

I. Standards

Licensees agree to operate work places and contract with companies whose work places adhere to the standards and practices described below. The University prefers that licensees exceed these standards.

Employment Relationship: Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Nondiscrimination: No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse: Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Forced Labor: There shall be no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor: No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Health, Safety and Environment: Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers’ facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Hours of Work: Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.
Compensation: Every worker has a right to compensation for a regular work week that is sufficient to meet the worker’s basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers’ basic needs and provide some discretionary income, each employer shall take appropriate actions that seek to progressively realize a level of compensation that does.

II. Compliance and Disclosure

Upon execution and renewal of the License Agreement, licensees (for themselves and on behalf of their contractors, subcontractors, or manufacturers) shall disclose to the University and/or to its designated licensing agency the information set forth below.

a. The company names, contacts, addresses, phone numbers, e-mail addresses, and nature of the business association for all such facilities which produce collegiate licensed products;

b. Written assurance that it is in compliance with this Code and/or those steps implemented to remedy non-compliance in facilities found not to be in compliance with this Code;

c. A summary of those steps taken to remedy material violations, and/or difficulties encountered, during the preceding year in implementing and enforcing the Code at all of licensees’ facilities which produce collegiate licensed products.

III. Verification

It shall be the responsibility of each University licensee (for themselves and on behalf of their contractors, subcontractors, or manufacturers) to ensure its compliance with this Code.

IV. Remediation

If the University determines that any licensee or contractor has failed to remedy a violation of this Code, then the University will consult with the licensee to examine the issues and determine the appropriate measures to be taken.