



Human Rights in Outsourcing Policy	Action number	-----
	Release Date	01/2023
	Review and modification date	09/2022
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	Date the procedure was approved	12/2022
	Deans Council Resolution No.: 2023/39	
Policy Statement	<p>AAU is committed to:</p> <ol style="list-style-type: none"> 1. Ethical Outsourcing Practices: <ul style="list-style-type: none"> • Ensuring that outsourcing decisions are made with consideration for the human rights of individuals affected by such decisions, both within and outside the university community. • Requiring that contractors and suppliers adhere to labor and human rights laws and standards that are consistent with those embraced by the university. 2. Due Diligence and Risk Assessment: <ul style="list-style-type: none"> • Conducting due diligence and risk assessments on potential contractors and suppliers to ensure their practices align with human rights principles. • Regularly reviewing and monitoring the human rights performance of contractors and suppliers. 3. Fair Labor Standards: <ul style="list-style-type: none"> • Requiring contractors and suppliers to provide fair wages, safe working conditions, and reasonable working hours for all employees. • Prohibiting the use of child labor, forced labor, or any form of human trafficking. 4. Non-Discrimination: <ul style="list-style-type: none"> • Ensuring that contractors and suppliers do not engage in discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status. 	



	<ul style="list-style-type: none"> • Promoting diversity and equal opportunities in the outsourcing practices of the university. <p>5. Freedom of Association and Collective Bargaining:</p> <ul style="list-style-type: none"> • Respecting the rights of workers employed by contractors and suppliers to form and join trade unions and to bargain collectively, in accordance with local laws and international labor standards. <p>6. Grievance Mechanisms and Remediation:</p> <ul style="list-style-type: none"> • Providing clear and accessible channels for individuals to report violations of this policy or human rights abuses related to the university's outsourcing activities. • Ensuring that appropriate remedial actions are taken in response to substantiated complaints. <p>7. Transparency and Reporting:</p> <ul style="list-style-type: none"> • Requiring contractors and suppliers to maintain transparency in their employment and labor practices. • Regularly reporting on the university's outsourcing practices and the human rights performance of its contractors and suppliers.
<p>Policy Purpose</p>	<p>The purpose of this policy is to ensure that AAU's outsourcing practices uphold and respect human rights standards. This policy is designed to promote ethical and socially responsible outsourcing by ensuring that all external contractors and suppliers adhere to human rights principles comparable to those upheld by the university.</p>
<p>Policy Scope</p>	<p>This policy applies to all outsourcing activities and contractual relationships entered into by AAU, including but not limited to services such as cleaning, security, catering, construction, and procurement of goods.</p>
<p>Policy Responsibilities</p>	<ol style="list-style-type: none"> 1. The General Supplies and Services Department is responsible for: <ul style="list-style-type: none"> • Integrating human rights considerations into procurement policies and processes. • Ensuring that contracts with suppliers and contractors include clauses that require compliance with this policy. • Overseeing the implementation of this policy. • Providing guidance and support to university departments involved in outsourcing. 2. All university departments engaging in outsourcing are responsible for:



	<ul style="list-style-type: none">• Adhering to this policy in their outsourcing activities.• Reporting any concerns or violations related to human rights in outsourcing to the appropriate university office.
Policy Compliance	Non-compliance with this policy may result in review and renegotiation of contracts or termination of contracts with suppliers or contractors. Continuous non-compliance may lead to exclusion from future university contracts.
Policy Review	This policy will be reviewed and, if necessary, revised every year or as needed to ensure it remains effective, relevant, and aligned with legal requirements and best practices in human rights and outsourcing.