



Ethics and Sustainability Policy

As amended by the CSU Council of Representatives on May 10, 2017

Definitions:

- **Sustainability:** The process and outcome of achieving social justice, economic equality, and environmental health by reducing our economic footprint and empowering communities.
- **Position:** A resolution that provides a binding directive to the officers of the Union on what the Union's stance is in regards to an issue or topic of importance to its members.

Preamble

As a Union representing more than 30,000 students the CSU recognizes the importance of upholding human rights and dignity as well as the value of protecting the planet and working towards an equitable society for all. This policy represents the implementation of these ideals into the day to day functioning of the Union. The Concordia Student Union recognizes it exists as part of a larger regional, and global community, and has a responsibility to uphold the same high standards in each. In all instances the Concordia Student Union will make every possible effort to respect standards set by the International Labor Organization and other recognized standards agencies and recognize boycotts conducted on humanitarian grounds by internationally recognized non-governmental organizations. This policy is also a tool to enact the positions taken by the CSU through both council and student-wide referendums.

The CSU recognizes that sustainability is the process and outcome of achieving social justice, economic equality, and environmental health by reducing our economic footprint and empowering communities. Through this definition, it is an ongoing process that never ends, therefore the union must always strive to do better each year. To this affect, this policy must be updated on a regular basis to reflect innovations in technology and methods to better achieve regenerative processes. The CSU also recognizes the need to take an intersectional approach to sustainability, meaning rather than using a pillared model of environmental, social and economic we use a nested model. This translates into taking into consideration all aspects of an action's impact rather than focusing on one at a

time.

This policy both requires the union to whenever possible avoid working with companies that do not meet global labor standards and by proactively seeking out companies that do.

1. Where alternatives exist in the industry the Students' Union will not conduct business of any kind with companies that:
 - a. Fail to meet basic standards for labour (appendix a);
 - b. Fail to meet any other standards for labour that are generally accepted and/or filed in a policy of an internationally recognized standards organization.
 - c. Inflict excessive or unnecessary suffering upon the environment (including but not limited to the direct suffering of flora and fauna) by the procedures to which they are subjected.
 - d. Are in conflict with the CSU's position book.
2. The Union will actively identify and establish business relationships with companies that:
 - a. Voluntarily adhere to standards of employee care in excess of statutory requirements;
 - b. Effectively implement and monitor equal opportunity policies covering race, gender, disability, sexual orientation and religion;
 - c. Effectively enforce policies against discrimination or harassment on grounds of race, gender, religion, disability or sexual orientation;
3. The Union will be responsible for ensuring that these regulations are followed.
4. Companies shall be asked to provide information on items 1 and 2 at the time of initiation of discussions between them and the Students' Union.
5. Where applicable, all companies entering into business arrangements with the union involving more than \$500 will sign the disclosure form (appendix B) indicating they have read and understood these regulations and agree to abide by them.
6. All sponsorships, agreements and internship opportunities between corporations and the union must be approved by the sustainability committee with exceptions for those on the approved list of companies and organizations.

Article 1 - Certification and Locality

7. The CSU shall attempt to seek products carrying the eco-logo certification

8. The CSU shall attempt to purchase organic foods which carry organic certification from, including, but not limited to the following agencies: OCIA (with regulation number); Quebec Vrai; Demeter; or Garantie Bio.
9. The CSU shall seek products that are fair-trade certified, particularly coffee, tea, bananas and chocolate.
10. The CSU shall seek products that are as local as possible—meaning Quebec and its surrounding provinces and states.
11. The CSU shall encourage small companies to flourish whenever possible.
12. Whenever possible the CSU will collaborate with internal Concordia student groups rather than external companies.

Article 2 - Sustainability in Research and Education

13. The CSU shall, in collaboration with the University's Sustainability Coordinator and University Senate, work to improve integration of the concepts of sustainability and First Peoples studies into the University curriculum for all undergraduate students.
14. The CSU shall keep track of milestones and accomplishments within the integration of sustainability and First Peoples studies in curriculum at Concordia

Article 3 - Transportation Demand Management

15. The CSU shall campaign to integrate electric power used in Concordia's shuttle buses.
16. The CSU shall encourage ridesharing and biking between campuses, whenever possible.
17. When sponsoring the travel of CSU members to events in other cities, the CSU shall encourage the use of train and bus transportation, whenever possible.
18. The CSU will have a budget line dedicated to the attempt to carbon offset its travels and miscellaneous activities through Tree Canada.

Article 4 - Waste Management

19. The CSU will attempt to purchase chlorine-free Forest Stewardship Council (FSC) certified paper and/or paper made from recycled paper
20. Whenever possible the CSU shall print all documents that are more than one pages double- sided.
21. The CSU shall provide space for various recycling bins at the reception of its head office, including for batteries, printer cartridges etc.

22. The CSU shall provide space for compost bins within their offices and will continuously encourage the university to increase compost bins on campus and on site processing.

23. When organizing events, especially during orientation week, The CSU should use the Sustainable Concordia, Sustainable Event Guide, as a blueprint to reducing the events' impact. All events should eliminate single use items such as plastic cutlery and dishes, paper napkins, and packaging through use of the Concordia Dish Project and buying in bulk

24. The CSU shall make Extensive use of online resources and social media, for promotion and event registration.

25. The Sustainability Coordinator with the help of Sustainable Concordia will provide sustainability workshop to CSU executives, clubs and councilors by the last day of august.

26. The CSU shall have dedicated staff for waste education throughout orientation.

Article 5 - Communication

27. The Chair of the Sustainability Committee will work with members of the CSU executive to promote sustainable living to CSU members through:

- a. Supporting and promoting Sustainable Concordia's Organizing Sustainability workshop series to student union members at the beginning of each academic semester as well as providing opportunities for education on sustainability throughout the year.
- b. Educating the CSU membership through a Campus Sustainability section in the annual Member Handbook and Day planner. ^{1}_{SEP}
- c. Disseminating information on collaborative projects and events between the CSU, student groups, and the University and community organizations through the website, newsletter, posters and other methods of outreach.

28. The CSU shall actively encourage the University to adopt an official comprehensive strategy regarding Sustainability that includes Divestment from fossil fuels, Israeli occupation and more related to the CSU's position book. The union will keep the university accountable to its plan.

Article 6 – Dietary Choice

29. The majority of the food offered by the CSU must be vegetarian and at least two options must be vegan.

30. The CSU will prioritize the procurement of food from Concordia student food groups.

31. The CSU will support a student run food provider for each request for proposal by Concordia University.

Article 7—Accessibility

32. The CSU will prioritize physical and gender accessibility in the organization and collaboration of all events it takes part in.

33. The CSU will provide accessibility information for all events it organizes or collaborates on.

34. The CSU will pay all employees' salaries and honorariums a living wage according to l'Institut de recherche et d'informations socioéconomiques (IRIS).

35. Whenever possible the CSU will provide childcare at events it organizes or collaborates on.

36. Whenever possible the CSU will provide translation services at speaking events in French, English, Mandarin, Spanish, American Sign Language and will make efforts to accommodate other languages as well at events it organizes or collaborates on.

37. The CSU will advocate for greater accessibility on campus.

38. The CSU will ensure that its Downtown and Loyola offices are physically accessible.

39. Events held and collaborated with the CSU must be accessible in cost or free.

40. The CSU will seek to encourage all businesses that work with the union to follow the above policy.

Appendix A

Forced Labour

1. There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise.
2. Workers shall not be required to lodge financial deposits or their original identity papers with their employers.

Discrimination

3. There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on (but not limited to) age, race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

Harassment or Abuse

4. Physical, sexual or psychological abuse, or verbal harassment or abuse, including the use of corporal punishment, shall not be tolerated.

Hours of Work

5. Hours of work shall comply with applicable laws and industry standards for working hours.
6. In any event, personnel shall not be required on a regular basis to work in excess of 48 hours per week, and shall be provided with at least one day off for every seven-day period.
7. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per employee per week, will not be requested other than in exceptional and short-term business circumstances, and will always be remunerated at a premium rate.

Freedom of Association and the Right to Bargain Collectively

8. Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively.
9. Employers shall not hinder or interfere with any attempts of the workers to organize a trade union. Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow, and will not hinder, the development of parallel means for independent and free association and bargaining.
10. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions.

Wages and Other Compensation

11. Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmark standards; whichever is higher.
12. In any event wages paid for a standard working week should always be enough to meet basic needs of workers and their families and to provide some discretionary income.
13. Wages will be paid in a timely manner directly to the employee in cash, cheque or the equivalent. All workers shall be provided with written and understandable information about their employment conditions with respect to wages before they enter employment, and of the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages for disciplinary measures shall not be permitted, nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

Pricing and Timelines

14. Suppliers and licensees shall ensure that prices negotiated for work performed are sufficient to allow for compliance with this code. In addition, the supplier or licensee shall ensure that realistic production timelines are provided to Contractors and homeworkers to comply with this policy.

Health and Safety

15. A safe hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.
16. Access to clean toilet facilities and to potable water and, if appropriate, sanitary facilities for food storage shall be provided. Where workers are handling hazardous materials, safety showers shall be provided and accessible at all times in case of an accident. Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.
17. Safe handling information and training shall be provided regularly for relevant tasks, materials and equipment.
18. Appropriate and sufficient first aid supplies shall always be on site. Trained medical professionals shall be readily available to administer first aid, deal with emergencies and treat workers' occupational health problems.

Employment Relationship

19. To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice.
20. Obligations to employees under labour and social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of

labour-only contracting, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

21. Employers shall keep adequate records of their employees' names, addresses, rate of pay and number of hours worked each week in order to make this information available for monitoring purposes.

Reproductive Rights

22. No employee or prospective employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.

23. Workers will be permitted to take family leave without facing threat of dismissal, loss of seniority or deduction in wages, and shall be able to return to their former employment at the same rate of pay and benefits.

Child Labour

24. There shall be no use of child labour, i.e. no person shall be employed at an age younger than^[SEP]15 (or 14, where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows for such an exception).

25. Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section.

26. Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced (as a result of the enforcement of this policy) child workers.

Homeworkers

27. Homeworkers shall be given reasonable quotas such that the volume can be met in a regular work week and the piece rate or other form of remuneration shall constitute a living wage.

28. Homeworkers shall be allowed to join and participate in workers' support organizations of their own choosing.

29. The employer shall provide training in relevant matters of occupational health and safety to homeworkers.

30. The other provisions of this policy shall also apply to homeworkers.

Appendix B: CSU Purchasing Policy Contact

Date:

Company Name and Address: We, the undersigned,

- Have read the Concordia Student Union's (CSU) Sustainable and Ethical Purchasing Policy.

- Agree to fill out the CSU policy disclosure form.

- Will encourage our subcontractors to do the same.

Signature Date

CSU Signing Officers

Appendix C: CSU Policy Disclosure Form

Product		Company	CA Registration Number	Locations Where the Product Was Made	Person in Charge of Order