

Miami University Licensee Code of Conduct

- I. Introduction: Whereas Miami University (University) recognizes its Leadership Commitment that it has the responsibility to challenge and support others to appreciate and respect human dignity and diversity, it is incumbent upon the college to not contribute to the illegal mistreatment of workers. In addition, the University's Code of Student Conduct states that the University embraces the rights and values of free speech, peaceable assembly, make constructive criticism; and to promote an environment that respects differences of culture, gender, religion, race, and ability. The University expects its licensees (defined below) to conduct their business in a manner consistent with, and follow workplace standards that adhere to the guidelines established in this code of conduct. The University should take appropriate steps as possible to investigate the companies it deals with, and to seek out and promote standards in Section IV. As the verifier of compliance, the University should not have a stake in a company controlled monitoring but will rely upon the Workers Rights Consortium (WRC) for monitoring efforts.

- II. Notice: This code shall apply to all registered trademark licensees of the University. Throughout this code the term "licensees" shall include all persons or entities who have entered a written licensing agreement with the University to manufacture products bearing the name, registered marks and/or images of the University. Additionally, this code shall apply to all of the licensee's contractors. Throughout this code the term "contractors" shall include each contractor, subcontractor, vendor, or manufacturer that is engaged in a manufacturing process that results in a finished product for the consumer. Manufacturing process shall include assembly and packaging.

As a condition of being permitted to produce and/or sell licensed products bearing the name, registered marks and/or images of the University, each licensee must comply with this code and ensure that its contractors comply with this code. All licensees and contractors are required to adhere to this code within six months of notification of the code and are required in applicable license agreements.

- III. Standards: University licensees and their contractors must operate workplaces and ensure that their contractors operate workplaces that adhere to the following minimum standards and practices:
 - A. Legal Compliance: Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the production or sale of licensed articles.

