

Gann Academy's Ethical Contractor Policy

In August of 2012 Gann Academy implemented an Ethical Contractor Policy, adding the following language to a contract with our janitorial subcontractor, The XXXXXX Cleaning Company:

1. Conditions of Engagement. ... the Contractor acknowledges that Gann Academy has entered into this agreement based on the Contractor's agreement to hold true to the school's core values which include:

- a. Ensuring the dignity of the worker
- b. Fair treatment of employees
 - Contractor pays fair wages, benefits as appropriate, provides promotion opportunities and has written procedures for performance feedback. It also includes mechanisms for employees to share grievances.
- c. Focus on safety – includes regular training regarding safe lifting and hazardous materials.

This language was the result of months of discussion among the administration to determine the core values and principles to which we wanted to hold all our contractors responsible. The purposely non-specific language serves as a starting point for a discussion of these values with potential subcontractors. It also gives us the flexibility to apply different specific standards, which we research, to different industries.

Students are getting involved in promoting the policy by conducting research into the labor conditions in different fields and joining with the administration in determining the school's labor standards.

For more information about creating your own Ethical Contractor, or Ethical Employment Policy please contact Rabbi David Jaffe, Gann Academy at djaffe@gannacademy.org or 617-894-0612