



## YORK CATHOLIC DISTRICT SCHOOL BOARD

BOARD POLICY	
<i>Policy Section</i> <b>Finance</b>	<i>Policy Number</i> <b>812</b>
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<i>Original Approved Date</i> <b>June 8, 2004</b>	<i>Subsequent Approval Dates</i> <b>February 24, 2015 May 31, 2022</b>

**POLICY TITLE: FAIR LABOUR PRACTICES FOR SCHOOL UNIFORMS**

**SECTION A**

**1. PURPOSE**

The York Catholic District School Board recognizes workers' rights to humane working conditions in compliance with accepted international standards and local laws. With respect to school uniforms, the purpose of this policy is to promote respect for workers' rights to humane labour practices in the apparel industries worldwide.

**2. OBJECTIVE**

It is the policy of the Board to establish procedures to enable its schools to purchase and wear school uniforms that respect the basic rights of workers and support the elimination of child labour worldwide by requiring that apparel vendors be in compliance with accepted international standards and local laws with respect to humane working conditions.

**3. PARAMETERS**

- 3.1 Every supplier shall ensure that its manufacturing facilities and those of its subcontractors producing school uniforms for the Board, comply with national and other laws applicable in each workplace. All uniform suppliers shall respect this Policy and the internationally recognized workers' rights and labour standards expressed in the relevant conventions and recommendations as cited in the International Labour Organization (ILO).
- 3.2 Where national laws, other applicable laws, or the Policy address the same general right, benefit, or protection for employees, suppliers and subcontractors shall apply the right, benefit, term or condition of employment which provides the greater right, benefit or protection to employees.
- 3.3 The Policy is not a substitute for union representation, and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement.

#### 4. RESPONSIBILITIES

##### 4.1 Director of Education

4.1.1 To oversee compliance with the Fair Labour Practices for School Uniforms Policy and Procedures.

##### 4.2 Purchasing Department

4.2.1 To seek assurance from suppliers/licensees who provide school uniforms that the uniforms are manufactured under safe and healthy conditions.

4.2.2 To direct schools within the jurisdiction of the Board to only purchase or contract with those suppliers/licensees who provide school uniforms that agree to adhere to the Board's policy.

#### 5. CROSS REFERENCES

[Human Rights Code](#)

YCDSB Policy 613 [Equity & Inclusive Education](#)

YCDSB Policy 802 [Purchasing, Lease & Rental of Goods & Services](#)

Purchase Reference Guide

<b>Approval by Board</b>	<b>May 31, 2022</b> <i>Date</i>
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