***Office of Human Resources***

### POLICY RECOGNIZING LABOR RIGHTS IN OUTSOURCED ACTIVITIES

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| **Effective Date: July 1, 2022** |  |
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| Issuing Authority: President |  |
| Responsible Department: Human Resources  Policy Number: HR 10.05  Review Period: 5 years  Last Review: July 1, 2022 |  |

# I. Introduction

This policy establishes the official policy at the University of Tulsa assuring the labor rights of workers performing outsourced activities.

# II. Applicability

This policy applies to Faculty Members and Professional Staff Members of the University of Tulsa.

# III. Policy

Based on the need to protect the rights and obligations of all workers at the University of Tulsa, contracts for outsourced work shall require the contractor to comply with all local, state, and federal labor laws, including occupational safety and health regulations. All contracts for outsourced work shall be monitored by the University of Tulsa to ensure compliance with all applicable laws.

**Revision Record**

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| Revision Effective Date | **Version** | **Notes** |
| July 1, 2022 | 1 | Policy enacted |

*This policy is not a contract. The University of Tulsa reserves the right to modify, revise, rescind or grant exceptions to this policy.*