RESEARCH FOUNDATION CUNY

RESEARCH FOUNDATION
of The City University of New York
230 West 41st Street
New York, NY 10036-7207

COMBATING TRAFFICKING IN PERSONS POLICY POLICY NO. 548

Purpose
The Research Foundation (hereinafter referred to as "Foundation") is committed to the adoption of a zero-tolerance policy combatting the trafficking of persons. By adopting a policy enforcing the safeguards imposed by law, the Foundation informs its employees of their obligations under law and raises the awareness of a problem that affects the human rights of millions of persons worldwide.

Applicability
This policy is applicable to all individuals engaged in the performance of any Foundation award, including uncompensated individuals whose services are contributed as either in-kind or cost matching services.

Definitions
Foundation "employee" is defined as any individual directly engaged in the performance of a grant, contract or cooperative agreement administered by the Foundation, including uncompensated individuals whose services are contributed as either in-kind or cost matching services.

Foundation's federal contract employees administered by the Foundation, including uncompensated individuals whose services are contributed as either in-kind or cost matching services.

Requirements
All Foundation employees are prohibited from engaging in severe forms of trafficking in persons during the performance of the award; procuring commercial sex acts during the performance of the award; and from using forced labor of any kind in the performance of the award.

All Foundation employees are required to report any violation of this policy immediately to the Human Resources Department at the Foundation.

All Foundation federal contract employees are required to sign a statement acknowledging this policy and agreeing to its terms.

Sanctions
Any Foundation employee who violates this policy may be subject to disciplinary action, including termination. Any employee convicted of a violation of any criminal Trafficking in Persons statute for activity which contravenes this policy will be subject to similar disciplinary action.

Implementation
This policy will be implemented immediately.