



NEW YORK UNIVERSITY

Dear University Senate Members,

As construction on our Saadiyat Island campus comes to a conclusion, I wanted to take the opportunity to share with you this update that we provided to the NYUAD community this month.

From NYUAD's earliest days, we have committed to ensuring that the safety and wellbeing of those working to build and maintain our campus is a top priority. These efforts are reflected in our Statement of Labor Values, which was finalized in 2010, and the subsequent [contractual requirements](#) that all vendors doing business with NYUAD must follow.

Since then:

- NYUAD staff have worked to ensure these values are monitored and complied with by all those working under NYUAD-held contracts, which includes those working in public safety, food services, transportation, and the bookstore.
- On our new campus site, we have worked closely with our partners to ensure that those working in construction are also treated in accordance with those standards. To that end, a third-party compliance auditor, Mott MacDonald, was announced in 2011, and they publish annual compliance reports, which are available on the NYUAD website (Read the 2011 report [here](#), and the 2012 report [here](#)).

Moreover, the strict compliance and auditing regime in place since 2010 has ensured that those working for NYUAD at our current facilities, and those building the new campus, have been part of our commitment to labor values. As with any project of this scale, this does not mean we haven't encountered challenges. But it does mean that when a problem has been identified, we have moved swiftly to rectify it and done our best to ensure it does not happen again.

This was the case with a recent subcontractor where accommodation for 43 men was not in compliance with our Statement of Labor Values. All have since been relocated to accommodation that does meet NYUAD standards. Beyond accommodation, the investigation confirmed that all other requirements as outlined in the labor values were upheld.

As construction concludes, we are working with our partners to ensure that our monitoring and compliance regime keeps pace with the arrival of smaller sub-contractors typically accompanying the later stages of construction projects.

If any subcontractors are found to be operating in a manner inconsistent with the requirements outlined in our Statement of Labor Values, they will not be retained or rehired for any further NYU Abu Dhabi work.

The matter of recruitment fees and particularly of fees paid in workers' home countries remains a complex one. However, individuals found to have paid fees for positions to work specifically on NYUAD's campus have been – and will continue to be - reimbursed for those fees.

Our Statement of Labor Values reflects the values of the NYUAD community, and we continue to ensure that they are upheld by all those working with the university.

Sincerely,

Al Bloom
Vice Chancellor, NYU Abu Dhabi