Vendors and Contractor Selection Philosophy  
(updated 04.23.2012)

Following the model of St. Vincent De Paul who consistently recognized and respected the dignity of each person, DePaul strives to maintain this same recognition and respect for the human person in all of its contractual relationships with service providers. Like many other universities, DePaul frequently relies on business partners to provide the necessary goods and services required to run a modern university in a cost-effective manner so that the university can fulfill its educational mission and objectives. DePaul seeks to ensure – to the best of its knowledge and abilities – that no business partner engages in practices that undermine basic standards of human dignity.

In service to its multi-faceted mission, DePaul expects that all business units that enter into contractual relationships on behalf of the university will take the following principles into consideration:

**Mission Driven** – DePaul will seek business partners that best enable it to pursue its primary educational mission, strategies, and objectives. Contractual relationships with business partners should enhance DePaul’s capacity to provide a high quality educational experience in a competitive higher education marketplace. As such, all business units must be prudent stewards of the resources under their care.

**Compliant** – DePaul will seek business partners that agree in writing to comply with all applicable international, federal, state, and local laws, regulations, codes, ordinances, and agreements designed to protect workers and consumers, prevent discrimination, and protect the environment.

**Socially Just** – DePaul will seek business partners that share its commitment to human rights and social justice, as reflected in the [Ten Principles of the United Nations Global Compact](http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html). Businesses should support and respect the protection of internationally proclaimed human rights and make sure they are not complicit in human rights abuses. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining, eliminate all forms of forced and compulsory labor, effectively abolish child labor, and eliminate all forms of discrimination in respect of employment and occupation. Furthermore, businesses should work against corruption in all its forms, including extortion and bribery.

DePaul will seek business partners that share its commitment to establish a living wage and a diverse workforce. Compensation packages, including wages and benefits, provided to all workers should promote the dignity of each person, providing the basic conditions for human flourishing. When possible, DePaul will prefer service providers who have established or are actively working to establish, at a minimum, a living wage.** DePaul respects and acknowledges the autonomy of the labor negotiation process for workers represented under collective bargaining agreements and this philosophy is not intended to supplant those agreements. DePaul will seek business partners that share its commitment to diversity, as evidenced by policies that promote diversity in the workplace.

**Environmentally Responsible** - DePaul will seek business partners that share its commitment to environmental stewardship. Beyond meeting minimum compliance requirements, businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

* DePaul University is an academic partner to the UN Global Compact. For more on the Ten Principles see [http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html](http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html)

** DePaul University’s definition of the living wage for full time employees is based on the U.S Department of Health and Human Services’ definition of the poverty guideline for a family of four divided by 2,000 hours. However, DePaul also recognizes that there is no single, universally accepted definition of a living wage in the international community. Beyond definition, DePaul upholds Roman Catholic social teaching that wages for all employees must not violate the dignity of the human person and ought contribute to human flourishing.