

# Communication On Engagement (COE) Of RIT Croatia (2015 – 2017)



Dubrovnik, January 20th, 2017



## RIT CROATIA

**Dubrovnik**, Don Frana Bulića 6, 20 000 Dubrovnik, Croatia, T. +385 (0) 20 433 000, F. +385 (0) 20 433 001

**Zagreb**, Damira Tomljanovića Gavrana 15, 10 000 Zagreb, Croatia, T. +385 (0) 1 643 9100, F. +385 (0) 1 643 9103

OIB: 24958681731, MB: 01307908, SG Splitska banka d.d., IBAN: HR6123300031100206749

ritcroatia@croatia.rit.edu - www.croatia.rit.edu

*To our stakeholders:*

I am pleased to confirm that RIT Croatia reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Don Hudspeth

President and Dean



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# About RIT Croatia

RIT Croatia was established in 1997 as a global campus of the prominent private American university, Rochester Institute of Technology from Rochester, New York. At that time, the Ministry of Science, Education and Sports of the Republic of Croatia initiated the establishment of private higher education institutions and RIT was chosen as the best partner in these efforts. The Ministry of Science, Education and Sports of the Republic of Croatia and RIT signed a cooperation agreement, making us the first and only private institution of higher education in Croatia that provides its students dual degrees for undergraduate programs: an American degree from RIT and a Croatian degree from RIT Croatia. English was chosen as the official language and all lectures are held in English.

Since the founding of RIT Croatia, RIT has continued to grow and further establish itself as a world-class innovation university. Its unique approach to multidisciplinary integration, industry partnering, cooperative education, and applied learning and research have made, and continue to make it a university of firsts. With careful attention to addressing student needs, and a constant approach to doing things differently, RIT has grown to become one of the largest private universities in the United States.

This is a very important year for us. We celebrate our 20th anniversary which makes us a private institution of higher education with the longest tradition in providing undergraduate programs in Croatia.



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# RIT Croatia's Compliance With The Principles Of The UN Global Compact



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# A. Description Of Actions

## ***Human Rights***

***Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and***

***Principle 2: make sure that they are not complicit in human rights abuses.***

## ***Labor***

***Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;***

***Principle 4: the elimination of all forms of forced and compulsory labor;***

***Principle 5: the effective abolition of child labor; and***

***Principle 6: the elimination of discrimination in respect of employment and occupation.***

As a global campus of a renowned US university RIT, RIT Croatia fully supports and works on promoting human rights thus complying with all relevant Croatian and US regulations.

RIT Croatia complies with the Family Rights and Privacy Act of 1974, which governs access and release of information from student educational records. This statute, in part, permits students to inspect their educational records, provides the opportunity for students to challenge such records as inaccurate, and limits disclosure of non-directory information such as grades and class schedules to persons outside the institute without students' written permission (each student is required to sign Consent to release student information form).

As per our internal policies and procedures, RIT Croatia builds and environment to assist and thus enable education for people with disabilities (someone who has a physical or mental impairment that substantially limits one or more major life activities). It is every employee's responsibility to become familiar with the law and to provide reasonable accommodations



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for. More importantly, we want to continue to do everything reasonable to assist our many talented and skilled persons with disabilities in reaching their potential.

RIT Croatia does not discriminate. RIT Croatia promotes and values diversity within its workforce and provides equal opportunity to all qualified individuals regardless of race, color, creed, age marital status, gender, religion, sexual orientation, gender identity, gender expression, national origin, veteran status or disability. RIT Croatia is a fully inclusive campus, and we believe in our established values of Respect Diversity and Pluralism.

RIT Croatia is an equal opportunity/affirmative action employer. All individuals with the ability to contribute in meaningful ways to the college's continuing commitment to cultural diversity, pluralism, and individual differences are encouraged to make application.

RIT Croatia, with full respect of the employees' rights and dignity, undertakes the obligation to assign the employee a job and pay him a salary for the work carried out, provide to the employees the conditions for work on a safe manner and not hazardous to the health of employees, and to protect employees' dignity during work from such treatment by other employees and persons with whom the employees come into regular contact during their work.

RIT Croatia's employment by-law addresses work conditions, rights and responsibilities, compensation, vacation, work hours and other work related issues and conditions for all employees of RIT Croatia. These rules are adopted for all employees and are gender neutral, irrespective of the gender of mentioning.

One of the key components and elements of RIT Croatia's Strategic Plan (2016 – 2022) relates to creating and nurturing environment for all our employees. RIT Croatia continues create a culture of professional development, the transfer of best practices, and the enhancement of diversity to attract and retain outstanding employees.

Committed to greatness, RIT Croatia will be recognized as an employer of choice for its personal and professional development, integrity, diversity and pluralism, innovation, teamwork, global experience and international collaboration.



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### **Environment**

***Principle 7: Businesses should support a precautionary approach to environmental challenges;***

***Principle 8: undertake initiatives to promote greater environmental responsibility; and***

***Principle 9: encourage the development and diffusion of environmentally friendly technologies.***

As a global campus of RIT, RIT Croatia fully supports and promotes all RIT's efforts, policies and practices that protect the natural environment and foster sustainable use of our material, environmental, and energy resources. It is appropriate for RIT to lead by example by conducting its operations when feasible in this spirit and in recognition of its responsibility to protect human health and the environment. Furthermore, as stated in RIT's policy on Commitment To Environmental Sustainability, RIT is committed to proactive activities that prevent pollution, comply with applicable environmental laws and regulations, and improve its environmental performance. RIT believes that proactive environmental management and fostering sustainability are fundamental components in educating our students and future leaders and is further committed to integrating environmental stewardship into its academic programs.

Also, in order to promote the importance of environmental consciousness, RIT Croatia students are required to take a course Scientific Inquiries in Environmental Science in general education. This course is part of a two-semester sequence that when combined presents an integrated approach to the interrelated, interdisciplinary principles of environmental science through case studies, site visits, and field work. Through assigned readings, classroom discussion and case studies dealing with global environmental issues as well as the environmental issues related to the Dalmatian coast, students will learn how to critically analyze environmental problems from a multidisciplinary perspective and to propose solutions. This course is planned, organized and delivered by an RIT Croatia faculty and is a course being taken by RIT students from other campuses as well.

RIT Croatia fully complies with environment related Croatian laws and regulation. Thus, we fully comply with Croatian Act on Sustainable Waste Management.



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### **Anti-Corruption**

***Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.***

In terms of corruption and bribery, as a college that is committed to excellence in all areas of work, any kind of behavior that leads to or promotes corruption and / or bribery is strictly prohibited. As part of RIT, we comply with the University's rules and regulations on anti-corruption, but also on the possibility of a conflict of interest, fraud, corruption: „the university expects employees to act with a high standard of integrity and ethical behavior and to avoid ethical, legal, financial, or other conflicts of interest or commitment, including even the appearance of a conflict that might impede or compromise their university responsibilities or the mission of RIT“ (RIT's C04.0 Individual Conflict of Interest and Commitment Policy). Furthermore, employees undergo a training on Internal Controls and Fraud in the Workplace, delivered by RIT's Institute Audit, Compliance and Advisement. Finally, each employee is required to sign a Conflict of Interest Form and Confidentiality Agreement on an annual basis.



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## B. Measurement Of Outcomes

In order to enforce and implement all the practices, rules and regulations as stated above, RIT Croatia has developed necessary by-laws, internal policies and procedures that are being communicated to internal audiences.

As stated above, in order to raise awareness on the mentioned issues and increase everyone's positive response to it, RIT Croatia organizes and (updates) internal (and external) trainings, workshops and other educational options for our employees.

Finally, our compliance with the above mentioned principles is measured through internal and external audits on an annual basis.