DON'T FORGET TO ATTEND THE FACULTY FORUM!

When: Wednesday, April 8, 2014, 4:00-6:00 pm Where: Jurow Hall in Silver Building

Should NYU Divest? Labor, Fossil Fuels and Palestine An Informational Packet

For members of the NYU Faculty

New York University
March 2015

Note to Readers

We have prepared this binder to explain our goals and provide documentation supporting our campaign for transparency and divestment. For more information, please visit: www.nooccupiedpalestine.org.

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1 Forum Goals & Demands

Our university's policies and actions should embody the values it teaches.

In response to the growing concern over transparency at our university, particularly in relation to the nature of NYU's investments and labor practices in Abu Dhabi and Shanghai, the Faculty of Arts & Sciences is holding a forum on Wednesday, April 8, 2015.

Organized by NYU Out of Occupied Palestine, NYU Divest, and the Fair Labor Coalition at NYU, this forum will build on efforts to increase transparency and include faculty, students and staff in university governance.

From the forum, we hope to achieve:

- 1. **Awareness.** We believe that NYU faculty have a responsibility to build awareness on issues of community concern. This forum will facilitate discussion on NYU's exploitative labor practices and irresponsible investments in corporation that are culpable for ecological destruction and potential war crimes against Palestinians;
- 2. **Transparency**. We call on NYU to reveal its confidential code of conduct on labor on satellite campuses, disclose its investments to the university community, and form a committee of students and faculty authorized to monitor its financial holdings;
- 3. **A human rights screen.** The appointed monitoring committee will ensure that current and future investments are made responsibly and meet human rights standards, and begin a divestment process to dissociate from companies that violate this standard, including the top 200 fossil fuel companies as well as companies that profit from the illegal occupation of Palestine.

2 Targeted Companies for Divestment

Divestment is a non-violent strategy employed by universities,¹ religious communities,² civil society organizations,³ and governmental bodies⁴ around the world to pressure corporations that demonstrate a lack of accountability, ethicality, and respect for the rights and dignity of others. This includes corporations that contribute to violence, oppression, and ecological destruction. New York University was among the many universities that divested from South Africa,⁵ an action that ultimately helped dismantle the apartheid state.

We are calling on our university to divest from companies that fail to meet our ethical standards. This includes divesting from corporations that profit from the occupation of Palestine and fossil fuels. By investing in these corporations, we are failing to uphold our commitment to freedom and equality of opportunity in all aspects of social, economic, cultural, and academic life, the very idea our university was founded upon.⁶

2.1 Companies Engaged in Violence Against Palestinians

The United Nations Security Council,⁷ the United Nations General Assembly,⁸ and the International Court of Justice (ICJ),⁹ have all affirmed that the Israeli settlement enterprise and military occupation of the West Bank, the Gaza Strip and East Jerusalem, referred to as the Occupied Palestinian Territory (OPT), is in violation of international law.¹⁰

The Security Council and ICJ have also ruled that Israel's construction of a wall that encloses parts of the West Bank and further infringes on Palestinian lives and livelihoods is a violation of international law, especially the Fourth Geneva Convention. ¹¹ Israel's policies also violate the rights of Palestinian refugees, as stated in UNGA 194. ¹² At the same time as it builds more settlements and expands the wall, Israel has turned the impoverished and densely-populated Gaza strip into the world's largest open-air prison and launched repeated military assaults against it. The Israeli offensive against

Gaza this past summer killed more than 2,100 Palestinians, the great majority of them civilians and a quarter of them children.¹³

Multinational companies have knowingly and consistently violated international law by providing products or services that are:

- 1. Contributing to the maintenance of the Israeli military occupation of the Gaza Strip and the West Bank, including East Jerusalem;
- 2. Contributing to the maintenance and expansion of Israeli settlements in the OPT;
- 3. Contributing to the maintenance and construction of the Separation Wall;
- 4. Used for violent attacks on Israeli and Palestinian civilians and civilian infrastructures.

The following is an illustrative and non-exhaustive list of companies, in which NYU may be invested in, that provide significant services to perpetuate human rights in the OPT:

| COMPANY | COMPLICITY |
|-------------------------------------|---|
| Caterpillar | Provides the engineering tools and bulldozers routinely used in the demolition of Palestinian homes, refugee camps, water cisterns, and agricultural fields in the West Bank and Gaza. ¹⁴ Caterpillar bulldozers are also used to expand illegal settlements and construct the Separation Wall and checkpoints throughout the West Bank ¹⁵ |
| Veolia Environnement | Helped construct and currently operates the light rail system connecting West Jerusalem to illegal Israeli settlements. The railway is explicitly designed to cement the settlements and their ties to Israel. Moreover, Veolia's subsidiary operates the Tolvan landfill, used for dumping waste from Israel and illegal settlements on Palestinian land 17 |
| Motorola Solutions | Develops motion-detection "virtual fences" for the illegal settlements that are rapidly expanding throughout the West Bank and East Jerusalem and are designed to restrict basic freedom of movement. The system is also used in the Separation Wall in and around the West Bank and Gaza and in Israeli military bases. It has also specifically designed and provided the communication system "Mountain Rose" and encrypted phones for the Israeli army and "Astro25" for the Israel Police, used in the occupied West Bank and Gaza. 18 |
| G4S | Provides equipment for Israeli prisons that hold Palestinian prisoners without due process and for Israeli military checkpoints, as well as security services to illegal settlements and the Separation Wall. ¹⁹ G4S also profits from global mass incarceration by operating in private prisons ²⁰ |
| Hewlett- Packard Company (HP) | Created biometric identification systems used at Israeli military checkpoints, which restrict the freedom of movement of Palestinians, and facilitates discrimination against Palestinians. It also operates the entire existing Israeli population registry, creating a stratification of citizenship by ethnicity. Furthermore, HP profits from global mass incarceration and provides prisoner data systems for the ICE Support Center in the U.S. 22 |
| Northrop Grumman | Provides weapons used in attacks on civilians and civilian infrastructure in the Gaza Strip. The company also provides Israel with radar engineering services, replacement parts, and technical support for F-15 and F-16 jets and Longbow Hellfire II missiles, ²³ used extensively in Operation Cast Lead in 2008 ²⁴ and in Operation Protective Edge in 2014, ²⁵ the Israeli assaults on Gaza that killed a total of 3,681 Palestinian, most of whom were civilians ²⁶ |
| Elbit Systems Ltd | Manufactures military drones that Israel uses for extrajudicial killings in the West Bank and Gaza. It is a major supplier to the Israeli Defense Force (IDF), including drones of the Hermes models 450 and 900, equipped with Hellfire and Spike-MR missiles, which were used to conduct attacks in Gaza in 2008 and |

2014. It is one of two main providers of the smart fences and electro-optic and observation systems, among many other products for border security and surveillance for the Separation Wall in the occupied West Bank²⁷

2.2 Fossil Fuel Companies

NYU, as an international leader in the higher education sustainability movement, has made significant strides towards ensuring an equitable and just future for generations to come. Setting and achieving ambitious greenhouse gas mitigation targets, as well as developing comprehensive best practices, has made NYU a model for urban campus greening.

By ensuring that NYU is not investing in the fossil fuel companies that directly oppose many of the goals and visions for sustainability held by NYU leadership, the university can take the next step in its legacy of planetary and social stewardship. As students, faculty, staff, parents, and alumni of NYU, we ask that NYU:

- 1. Immediately freeze any new investment in fossil fuel companies.
- 2. Divest from the top 200 publicly-traded and government owned fossil companies--which hold the vast majority of the world's proven coal, oil, and gas reserves--including direct ownership and any commingled funds that include fossil fuel public equities and corporate bonds.

NYU Divest has been gathering signatures for its faculty petition since February, to build momentum for the university senate agenda meeting on March 26, where fossil fuel divestment is on the agenda and the working group is presenting.

3 Statements of Support

3.1 Open Letter: Faculty Call for NYU to Divest from Occupied Palestine

We, the undersigned members of the NYU faculty, call on our colleagues and the wider university community to take a stand in support of human rights and respect for international law.

There is good reason to believe that NYU is invested in companies which contribute to or profit from – and thus help perpetuate – Israel's ongoing occupation and illegal settlement of the West Bank and East Jerusalem, its military and economic siege of Gaza, and its denial of the most basic human and civil rights to the 4.5 million Palestinians who live in these occupied Palestinian territories. While we may hold different views on the situation in Israel/Palestine, we are united in the belief that our university should not be complicit in the systematic denial of the rights of the Palestinians living under Israeli military occupation. We therefore believe that NYU must divest itself of any holdings it may have in such companies.

For decades, the State of Israel has brutally suppressed Palestinian demands for self-determination. Since 1967, Israel has implanted hundreds of Jewish settlements in the West Bank and unilaterally annexed East Jerusalem, both of which are actions deemed illegal by the international community, including the United States. The International Court of Justice has ruled that Israel's construction of a wall that encloses parts of the West Bank and further infringes on Palestinian lives and livelihoods is a violation of international law. Israel's policies violate the rights of Palestinian refugees, as stated in UNGA 194. At the same time, Israel has turned the impoverished and densely-populated Gaza strip into the world's largest open-air prison and launched repeated military assaults against it. The Israeli offensive against Gaza this past summer killed more than 2,100 Palestinians, the great majority of them civilians and a quarter of them children.

Several multinational corporations have been targeted in recent years for their profiteering from the occupation. These include Caterpillar, which sells the bulldozers that routinely demolish Palestinian homes and uproot their olive trees; Veolia Environnement, which helped construct and currently operates the light rail system connecting West Jerusalem to illegal Israeli settlements; Motorola Solutions, which provides motion-detection "virtual fences" for the illegal West Bank settlements, as well as a mobile communication system for the Israeli Army; Hewlett-Packard, which provides biometric identification systems used at Israeli military checkpoints to control the movement of Palestinians; G4S, which provides equipment for Israeli prisons holding Palestinian political prisoners and for Israeli military checkpoints and the Separation Wall; Elbit Systems, which manufactures Hermes military drones that Israel uses

for targeted extrajudicial killings in Gaza; and Northrop Grumman, which supplies the Israeli military with the Longbow system for Apache AH64D helicopters, including Longbow Hellfire missiles, as well as radar engineering and support for F-15 and F-16 combat jets. A growing number of organizations, including TIAA-CREF, the Presbyterian Church (USA), the United Methodist Church, the Mennonite Church and the Quaker Friends Fiduciary Corporation, have already divested from some of these companies.

NYU students, faculty and staff have a long and proud tradition of demanding that the university live up to its professed values, from the anti-apartheid struggle to the current fossil fuels divestment campaign. The time has now come for NYU to take action that, by exerting financial and moral pressure, can help end the Israeli occupation and support the aspirations of both Palestinians and Israelis for justice and self-determination.

We therefore call on NYU to divest from all companies in its portfolio that contribute to or profit from the Israeli occupation, and we ask our Faculty Senators to take action to achieve that goal.

Signed,

- 1. Rodolfo G. Aiello, Senior Lecturer (Retired) of Spanish and Portuguese
- 2. Robert C. Allen, Global Distinguished Professor of Economic History, Social Science NYUAD
- 3. Gary Anderson, Professor of Administration, Leadership and Technology
- 4. Sinan Antoon, Associate Professor of The Gallatin School
- 5. Emily Apter, Professor of Comparative Literature
- 6. John Archer, Professor of English
- 7. Adam H. Becker, Associate Professor of Classics & Religious Studies
- 8. Thomas Bender, University Professor of the Humanities, History
- 9. Sebastián Calderón Bentin, Assistant Professor of
- 10. Emanuela Bianchi, Assistant Professor of
- Comparative Literature
 11. Barbara Browning, Associate Professor of
- Performance Studies

 12. Paula Chakravartty, Associate Professor of
- Gallatin School & Department of Media, Culture and Communication (MCC)
- 13. Benoit Challand, Assistant Professor of Kevorkian Center for Near Eastern Studies
- 14. Vivek Chibber, Professor of Sociology
- 15. Frederick Cooper, Professor of History
- 16. Catherine Coray, Associate Arts Professor of Drama
- 17. Arlene Davila, Professor of Anthropology & Social and Cultural Analysis
- 18. Patrick Deer, Associate Professor of English
- 19. Dipti Desai, Associate Professor of Art & Art Professions
- 20. Muriel Dimen, Adjunct Clinical Professor of Psychology, Postdoctoral Program in Psychotherapy and Psychoanalysis
- 21. Carolyn Dinshaw, Professor of Social and Cultural Analysis and English
- 22. Fabienne Doucet, Associate Professor of Education, Teaching & Learning
- 23. Lisa Duggan, Professor of Social & Cultural Analysis
- 24. Stephen Duncombe, Associate Professor of Gallatin & Media, Culture and Communication
- 25. Hartry Field, Professor of Philosophy
- 26. Sibylle Fischer, Associate Professor of Spanish & Portuguese
- 27. Valerie Forman, Associate Professor, Gallatin
- 28. Elaine Freedgood, Professor of English
- 29. Sharon Friedman, Associate Professor of the Gallatin School
- 30. Toral Gajarawala, Associate Professor of English

- 31. Michael Cole Gilsenan, Professor of Middle Eastern and Islamic Studies and Anthropology
- 32. Jeff Goodwin, Professor of Sociology
- 33. Gayatri Gopinath, Associate Professor of Social and Cultural Analysis
- 34. Linda Gordon, University Professor of History
- 35. Manu Goswami, Associate Professor of History
- 36. Greg Grandin, Professor of History
- 37. Ed Guerrero, Associate Professor of Cinema Studies & Social and Cultural Analysis
- 38. Hannah Gurman, Clinical Assistant Professor of Gallatin
- 39. Hala Halim, Associate Professor of Comparative Literature & Middle Eastern Studies
- 40. A. B. Huber, Assistant Professor of Gallatin
- 41. Dale Hudson, Associate Teaching Professor and Curator of Film and New Media NYUAD
- 42. Seung-hoon Jeong, Assistant Professor of Film and New Media, NYU Abu Dhabi
- 43. Mona Jimenez, Associate Arts Professor MIAP, Cinema Studies
- 44. Neville Robert Kallenbach, Professor of Chemistry
- 45. Marion Kaplan, Professor of Modern Jewish History, Hebrew and Judaic Studies
- 46. Priscilla Karant, Master Teacher, American Language Institute
- 47. Rebecca E Karl, Associate Professor of History & East Asian Studies
- 48. Arang Keshavarzian, Associate Professor of Middle Fastern and Islamic Studies
- Middle Eastern and Islamic Studies 49. Monica Kim, Assistant Professor of History
- 50. John King, Assistant Adjunct Professor of School of Professional Studies
- 51. Ilya Kliger, Associate Professor of Russian and Slavic Studies
- 52. Michael S. Landy, Professor of Psychology and Neural Science
- 53. David Levene, Professor of Classics
- 54. Debra Levine, Assistant Professor of Theater of NYU Abu Dhabi
- 55. Zachary Lockman, Professor of Middle Eastern and Islamic Studies, & History
- 56. Thomas Looser, Associate Professor of East Asian Studies
- 57. David Ludden, Professor of History
- 58. Ritty Lukose, Associate Professor of The Gallatin School
- 59. Holly Maguigan, Professor of Clinical Law 60. Randy Martin, Professor of Art and Public
- 61. Erin B Mee, Assistant Professor/Faculty Fellow, English Literature

- 62. Eve Meltzer, Associate Professor of Visual Studies, Gallatin
- 63. Pascal Menoret, Assistant Professor of Middle Eastern Studies at Arab Crossroads, NYUAD
- 64. Ara H. Merjian, Associate Professor of Italian Studies
- 65. Salwa Mikdadi, Associate Professor Practice of Art History, NYU Abu Dhabi Art and Art History
- 66. Mara Mills, Assistant Professor of Media, Culture, and Communication
- 67. Amir Minsky, Assistant Teaching Professor of History at NYU Abu Dhabi
- 68. Bella Mirabella, Associate Professor of Gallatin 69. Nicholas Mirzoeff, Professor of Media, Culture,
- and Communication70. Michele Mitchell, Associate Professor of History
- 71. Marie Monaco, Associate Professor of Neuroscience & Physiology
- 72. Vasuki Nesiah, Associate Professor of Practice, Gallatin School
- 73. Molly Nolan, Professor of History
- 74. Tavia Nyong'o, Associate Professor of Performance Studies
- 75. Bertell Ollman, Professor of Politics
- 76. Michael Peachin, Professor of Classics
- 77. Leslie Peirce, Silver Professor of History
- 78. Marta Peixoto, Associate Professor of Spanish and Portuguese
- 79. Ann Pellegrini, Professor of Performance Studies & Social and Cultural Analysis
- 80. Susan M. Pelosi, Adjunct Assistant Professor, Silver School of Social Work
- 81. Erin Pettigrew, Assistant Professor of History and Arab Crossroads Studies
- 82. Dana Polan, Professor of Cinema Studies
- 83. Maurice Pomerantz, Assistant Professor of Literature, NYU Abu Dhabi
- 84. Mary Louise Pratt, Silver Professor of SCA/Spanish and Portuguese
- 85. Rayna Rapp, Professor of Anthropology
- 86. Nancy F Regalado, Professor (emerita) of French
- 87. Timothy J. Reiss, Professor Emeritus of Comparative Literature
- 88. Moss Roberts, Professor of Chinese, East Asian Studies
- 89. Andrew Ross, Professor of Social and Cultural Analysis
- 90. Kristin Ross, Professor of Comparative
- 91. Everett K. Rowson, Associate Professor of Middle Eastern and Islamic Studies
- 92. Josefina Saldaña-Portillo, Associate Professor of Social and Cultural Analysis

- 93. Linda Sayed, Visiting Assistant Professor of Middle Eastern and Islamic Studies
- 94. Nadrian C. Seeman, Professor of Chemistry 95. Ella Shohat, Professor of Middle Eastern &
- 96. Nikhil Pal Singh, Associate Professor of Social and Cultural Analysis and History
- 97. Laura Slatkin, Professor of Gallatin/Comparative Literature
- 98. John Singler, Professor of Linguistics

Islamic Studies

- 99. Julie Sloane, Teacher of Undergraduate Film & Television
- 100. George Solt, Assistant Professor of History
- 101. Marie Cruz Soto, Clinical Assistant Professor
- 102. Justin Stearns, Associate Professor of Arab Crossroads Studies

- 103. Helga Tawil-Souri, Associate Professor of Media Culture and Communication
- 104. Diana Taylor, Professor, Performance Studies and Spanish
- 105. John Kuo Wei Tchen, Associate Professor of Gallatin School & Social and Cultural Analysis 106. Sinclair Thomson, Associate Professor of History
- 107. Thuy Linh Tu, Associate Professor of Social and Cultural Analysis
- 108. James S. Uleman, Professor of Psychology 109. Nader Uthman, Clinical Assistant Professor of Middle Eastern and Islamic Studies
- 110. Daniel Walkowitz, Professor of Social & Cultural Analysis & History

- 111. Stephen Wangh, Arts Professor Emeritus of TSOA Undergraduate Drama
- 112. John P Waters, Director of Studies, Clinical Assistant Professor, Irish Studies
- 113. Andrew Weiner, Assistant Professor of Art and Arts Professions
- 114. Barbara Weinstein, Silver Professor of History
- 115. Michael A. Westerman, Associate Professor of Psychology
- 116. Marilyn B. Young, Professor of History
- 117. Edward Ziter, Associate Professor of Drama
- 118. Angela Zito, Associate Professor of
- Anthropology & Religious Studies

3.2 Open Letter: Faculty Call for Fossil Fuel Divestment at NYU [Abridged]

Dear President John Sexton,

To model our sustainability values and global citizenship, to protect the core operations of our worldwide institution, and to do right by our present and future students, New York University—as a Global Network University²⁸—has the responsibility to use every peaceful means to mitigate anthropogenic global climate change and adapt to its unfolding, unprecedented challenges.

Our scholarly mission supports research and teaching on the issues raised by climate change. We applaud NYU, under your leadership, as a first responder in past climate actions. ²⁹ NYU was, for example, an early signer of Mayor Bloomberg's sustainability challenges and the American College and University Presidents' Climate Commitment.

We, as members of your faculty, now call on NYU to complement these initiatives by divesting NYU's endowment from fossil fuel companies. We make this appeal in solidarity with NYU Divest: Go Fossil Free, ³⁰ a coalition of NYU community members linked with a fast-growing global movement.

President Sexton, as you know³¹, our students have been leaders in generating intelligent dialogue and wide support for fossil fuel divestment within our university community over the past two years. We applaud you for responding to their initiative by setting up the new Fossil Fuel Divestment Working Group to study the matter and make a recommendation to the University Senate. This group, chaired by NYU's Chief Financial Officer, Martin Dorph, and composed of members of the University Senate's Financial Affairs Committee, has clarified NYU's responsibilities as investors. Taking an admirable step towards transparency, the working group recently announced that about 4% or \$139 million of NYU's \$3.4 billion endowment is invested in fossil fuels.

President Sexton, our job as NYU's faculty is to create new knowledge, to pass it on to our students all over the planet, and to model global citizenship. Today, global citizenship and intergenerational responsibility for students—who already feel the tolls of climate change—mean being able to look our young people in the eyes³² and say that our global network community is doing everything it can to alleviate climate change, and to win a brighter future.

Sincerely,

- 1. Anne Rademacher, Associate Professor of Environmental Studies
- 2. William F. Hewitt, Adjunct Assistant Professor of Center for Global Affairs
- 3. Christian Parenti, Master Teacher of Liberal Studies
- 4.Peder Anker, Associate Professor & Chair of Environmental Studies
- 5. David Frank, Assistant Prof./Faculty Fellow at the Center for Bioethics/Environmental Studies
- 6. Una Chaudhuri, Professor of English, Drama & Environmental Studies
- 7. Daniel Zwanziger Professor of Physics
- 8. Robert Mitchell, Adjunct Professor at Maurice Kanbar Institute of Film & Television
- 9. Mark Galeotti, Clinical Professor at Center for Global Affairs
- 10. John Zindar, Adjunct Professor at Center for Global Affairs
- 11. Eric Klinenberg, Professor of Sociology

- 12. Caitlin Zaloom, Associate Professor of Social & Cultural Analysis
- 13. Eric Sanderson, Adjunct Lecturer of Environmental Studies
- 14. Michael Gould-Wartofsky, Adjunct Instructor of Sociology
- 15. Rosalind Fredericks, Assistant Professor at Gallatin
- 16. Rebecca Amato, Adjunct Faculty at Gallatin
- 17. Andrzej Ancygier, Lecturer at European Environmental Policy
- 18. Dale Jamieson, Professor of Environmental Studies
- 19. Jennifer Jacquet, Assistant Professor of Environmental Studies
- 20. Nina Cornyetz Associate Professor at Gallatin
- 21. Ali Mirsepassi, Professor of Middle East & Islamic Studies
- 22. Stephen Duncombe, Associate Professor of Media, Culture & Communications

- 23. Paula Chakravartty, Associate Professor of Media, Culture & Communication
- 24. Valerie Forman, Associate Professor in Gallatin
- 25. Greg Vargo, Assistant Professor & Faculty Fellow of English
- 26. Sinan Antoon, Associate Professor in Gallatin
- 27. June Foley, Director & Associate Faculty at the Writing Program in Gallatin
- 28. Kim Phillips-Fein, Associate Professor of History
- 29. Eve Meltzer, Associate Professor of Visual Studies, Gallatin
- 30. Louise Harpman, Associate Professor of Practice in Architecture, Urban Design & Sustainability 31. Marie Cruz Soto, Clinical Assistant Professor at Gallatin
- 32. Gianpaolo Baiocchi, Associate Professor at Gallatin
- 33. Meredith Theeman, Senior Class Adviser at Gallatin

- 34. Millery Polyne, Associate Professor at Gallatin
- 35. Mitchell Joachim, Associate Professor of Practice
- 36. Myisha Priest, Assistant Professor at Gallatin
- 37. Lauren Fritz, Adjunct Instructor of Open Arts
- 38. KC Trommer, Writer, Communications & Alumni Relations at Gallatin
- 39. David Thornton, Moore Associate Professor at Gallatin
- 40. Andrea Gadberry, Assistant Professor of Comparative Literature
- 41. Gene Cittadino, Clinical Associate Professor at Gallatin
- 42. Roxana Juliá, Master Teacher of Economics & Liberal Studies
- 43. Sharon Friedman, Associate Professor at Gallatin
- 44. Nina Katchadourian, Associate Professor at Gallatin

- 45. Kimberly DaCosta, Associate Professor at Gallatin
- 46. Kwami Coleman, Asst. Professor/Faculty Fellow at Gallatin
- 47. Jennifer Zoble, Master Teacher at Liberal Studies, Arts & Science
- 49. Lindsay Davies, Master Teacher of Liberal Studies
- 50. William Ruddick, Professor Emeritus of Philosophy
- 51. Harvey Molotch, Professor, Sociology of Social & Cultural Analysis
- 52. James Tolisano, Adjunct Professor of Environmental Studies
- 53. Nicholas Delon, Assistant Professor & Faculty Fellow of Environmental Studies
- 54. Barry Rugg, Associate Professor of Chemistry
- 55. Amir Minsky, Assistant Teaching Professor of History, Arts & Humanities

- 56. Livia Boscardin, Visiting PhD Student of Animal Studies & Environmental Studies
- 57. Andrew Needham, Associate Professor of History
- 58. Natalie Jeremijenko, Associated Faculty of Visual Arts
- 59. Nicholas Mirzoeff, Professor of Media, Culture, & Communication
- 60. Karen Holmberg, Visiting Scholar of Environmental Studies
- Environmental Studies
 61. Steven Lukes, Professor of Sociology
- 62. Dan Fagin, Associate Professor of Journalism
- 63. Emily Bauman, Master Teacher of Liberal Arts
- 64. Justin Stearns, Associate Professor of Arab Crossroads Studies
- 65. Adam Becker, Associate Professor of Religious Studies/Classics

3.3 Open Letter: NYU & Workers' Rights Violations in Abu Dhabi

As members of the NYU community, we remain disappointed at NYU's failure to take meaningful steps to address the exploitation of its workers in Abu Dhabi and ensure present and future labor rights.

Throughout the four-year long construction of NYU's campus on Saadiyat Island in Abu Dhabi, United Arab Emirates, migrant workers who built the campus were subject to the following abuse, as documented by Human Rights Watch,³³ The New York Times,³⁴ The Guardian,³⁵ Gulf Labor Coalition,³⁶ and other independent investigators: endemic low pay, delayed and non-payment of wages, confiscation of passports, substandard accommodation, and failure to be reimbursed for exorbitant recruitment fees. In October 2013, more than 200 workers of one of the main NYU site contractors were beaten, jailed and summarily deported after they went on strike to protest pay discrepancies.

Although construction is over, NYU should take steps to rectify these wrongs, preclude future abuse, and respect workers' rights in Abu Dhabi and at all global sites.

Background: NYU's Statement of Labor Values & Labor compliance at NYU Abu Dhabi

The Coalition for Fair Labor (CFL)³⁷ is a student-faculty alliance that advocates fair labor standards on NYU campuses and promotes solidarity with workers. CFL played an instrumental role in NYU's adoption of a Statement of Labor Values³⁸ that outlines the standards for an NYU worker's rights.

NYU and TAMKEEN, one of NYU's governmental partners in Abu Dhabi, appointed the firm Mott MacDonald as the university's labor compliance monitor in 2010, despite the firm lacking a track record in labor compliance monitoring and holding a contract with the Abu Dhabi government. Contrary to reports from *Human Rights Watch* and independent investigators, Mott MacDonald found that the NYUAD project took workers' rights seriously, and failed to report the deportation of the 200 NYU Abu Dhabi workers, despite its documentation by both *The New York Times* and *Human Rights Watch*.

The kafala (sponsorship) system

All of the workers who built the NYUAD campus, like all migrant workers in the UAE and surrounding Gulf region, are governed by the *kafala* system of sponsorship-based employment. Under this highly exploitative system, a worker is dependent on a *kafeel* (sponsor) for termination and renewal of work and residency permits throughout employment. To secure work in the Gulf, workers are forced to take out exorbitant loans in their home countries to rectify the high cost of recruitment fees. Despite the illegality of recruitment fees under UAE labor law, many workers, including those employed on the NYUAD project, were forced to take out such loans and were never reimbursed. Once in the UAE, sponsors exert control over the workers by confiscating their passports and identity documents, which violates workers' freedom of movement. Sponsors also frequently withhold or delay payment of wages that are lower than the amount promised at recruitment, leaving workers to spend many years in the Gulf paying off any debts incurred.

NYU must respect workers' rights in Abu Dhabi

CFL and a coalition of student, faculty and worker groups are petitioning³⁹ NYU to redress past wrongs and respect workers' rights by:

- 1) Justly compensating the workers who were jailed and deported: This includes monetary compensation and damages to cover lost and withheld wages, delayed payments, medical costs for injuries, as well as damages for substandard accommodation, time spent in jail, physical and mental abuse, violations to right to freedom of speech, freedom of association, freedom of religion, deportation in October 2013, and the stress and expense of making their way back to their hometowns from the deportation hubs of Dhaka and Karachi.
- 2) Securing worker's freedom of association, right to organize, right to strike and collectively bargain: NYU's Statement of Labor Values do not allow for these rights, which are recognized by the UN's International Labor Organization as fundamental rights entitled to all workers. NYU should amend its Statement of Labor Values to allow for such workforce organization and expression of workforce grievances.
- 3) Disclosing the Confidential Code of Conduct: There is a confidential Code of Conduct that operationalizes labor standards at NYUAD. This code of conduct should be released as part of the New York campus public record. This confidentiality serves only to deflect responsibility for breaches in fair labor practices.
- **4) Implementing the Statement of Labor Values by appointing independent labor compliance monitors:** The process to replace Mott MacDonald and appoint a new compliance monitor is currently underway at NYUAD. We demand that this selection process be transparent and that NYU assure the university community of the efficacy of the new monitor's methodologies.
- 5) Initiating cross-campus faculty and student-led research on labor systems in the UAE, including the *kafala* system: In light of NYU's complicity in the system, NYU should develop research aimed at reforming the *kafala* system of sponsorship-based employment. As a leading research university, NYU cannot subsist on Saadiyat Island alongside worker abuse and should undertake research on labor systems like the *kafala* in the UAE, as well as the transnational and costly recruitment process.

The end of construction does not absolve NYU from redressing past wrongs and ensuring the protection of workers' rights in Abu Dhabi. As "a private university in the public service" and a global network university, NYU must respect and uphold workers' universal human rights in New York, Abu Dhabi, Shanghai, and at its multiple global sites.

3.4 Academic Associations and Unions Supporting Divestment

We note below some of the academic institutions and organizations which have carried out various forms of divestment from Israel, ranging from efforts similar to ours calling for an end to investment in corporations that are complicit in abuses of human rights to ending endorsements of Israeli academic institutions that have been deemed complicit.

American Studies Association

"It is resolved that the American Studies Association (ASA) endorses and will honor the call of Palestinian civil society for a boycott of Israeli academic institutions. It is also resolved that the ASA supports the protected rights of students and scholars everywhere to engage in research and public speaking about Israel-Palestine and in support of the boycott, divestment, and sanctions (BDS) movement." *Excerpted, Council Resolution on Boycott of Israeli Academic Institutions, 4 December 2013.*

Association for Asian American Studies

"Be it resolved that the Association for Asian American Studies endorses and will honor the call of Palestinian civil society for a boycott of Israeli academic institutions. Be it also resolved that the Association for Asian American Studies supports the protected rights of students and scholars everywhere to engage in research and public speaking about Israel-Palestine and in support of the boycott, divestment and sanctions (BDS) movement." *Excerpted, AAAS Resolution to Support the Boycott, 20 April 2013.*

Critical Ethnic Studies Association

"Be it resolved that the Critical Ethnic Studies Association endorses and will honor the call of Palestinian civil society for a boycott of Israeli academic institutions." *Excerpted, Critical Ethnic Studies Association Resolution on Academic Boycott of Israeli Academic Institutions, 18 July, 2014.*

1000+ Anthropologists affiliated with American Anthropological Association

"We, the undersigned anthropologists, are circulating this petition to voice our opposition to the ongoing Israeli violations of Palestinian rights, including the Israeli military occupation of the Gaza Strip, West Bank, and East Jerusalem, and to boycott Israeli academic institutions that are complicit in these violations...Acting in solidarity with Palestinian civil society continues a disciplinary tradition of support for anti-colonial and human rights struggles, itself an important departure from anthropology's historical complicity with colonialism." *Excerpted, Anthropologists for the Boycott of Israeli Academic Institutions, as of 21 January 2015.*

UAW 2865

"UAW 2865, a labor union representing over 13,000 teaching assistants, tutors, and other student-workers at the University of California, has become the first major U.S. labor union to hold a membership vote responding to the Palestinian civil society call for boycott, divestment and sanctions against Israeli occupation and in solidarity with Palestinian self-determination. The vote passed, with 65% (almost 2/3) of voting members in support. Over 2100 members voted, a testament to union democracy." *Excerpted, UAW 2865 Executive Board release, 10 December 2014.*

Other Unions that have pursued divestment include: National Union of Students (UK) [NUS NEC Resolution, 4 August 2014], Canadian Union of Public Employees, Canada's Largest Union [CUPE Ontario restates position on boycott of academic institutions, 14 January 2009], Congress of South African Trade Unions [COSATU reiterates its total support for BDS Campaign against Israel, 27 October 2014]

3.5 University Campuses Endorsing Divestment (Selected)

Stanford University

Divestment bill passes Undergraduate Senate of Stanford University, 18 February 2015

UCLA

Divestment bill passes Undergraduate Students Association Council, 18 November 2014

UC Berkeley

Divestment bill passes Associated Students UC Senate 18 April 2013

UC Irvine

Divestment bill passes Associated Students, 27 November 2012

UC Riverside

Divestment bill passes UC Riverside student Senate, 8-7, 23 April 2014

UC San Diego

Divestment bill passes UCSD Associated Students, 14 March 2013

UC Davis

Divestment bill passees UC Davis student government, 29 January 2015

DePaul University

Divestment bill passes Student Government Association referendum, 28 May 2014

3.6 Supporters of Divestment

Individuals in Academia

Thousands of scholars like you have endorsed the call to boycott institutions, including academic institutions, complicit in Israeli abuses of human rights, either as individuals or through organizations. Below, we've included statements from a very small handful of them.

"The Boycott Divestment and Sanctions movement is, in fact, a non-violent movement; it seeks to use established legal means to achieve its goals; and it is, interestingly enough, the largest Palestinian civic movement at this time. That means that the largest Palestinian civic movement is a non-violent one that justifies its actions through recourse to international law. Further, I want to underscore that this is also a movement whose stated core principles include the opposition to every form of racism, including both state-sponsored racism and anti-Semitism." — Judith Butler, feminist scholar & philosopher [7 Feb. 2013]





"...In the case of the Palestinians—as well as that of Latina/o immigrants and indigenous peoples in the U.S.—the tactic of Boycott, Divestment, and Sanctions (BDS) is an effectively nonviolent means of exerting moral and economic pressures to end unjust policies, from racial profiling to repressive laws, to foreign occupation and land settlement. Powerful social movements such as the one that helped end South African apartheid have shown that when world governments fail to enforce the rule of law, international civil community must arise to meet the challenge of upholding fundamental human rights and securing justice." —*Cornel West, philosopher* [28 April 2011]

"The Boycott, Divestment and Sanctions (BDS) movement, from which we draw our strength, has been growing at the global level since its launch in 2005 of which the Economist magazine says it "is turning mainstream...The BDS movement has consistently targeted complicit Israeli and international corporations — involved in Israel's occupation, settlements and other international law infringements...We will therefore monitor your company for business ties with Israel and urge you to abandon potential plans to cooperate with Israeli companies violating international law and human rights." —John Dugard, International Law Professor & Former Special Rapporteur on the situation of human rights in the Palestinian Territories [Letter of European Coordination of Committee and Associations for Palestine (ECCP) to Veolia, endorsed by John Dugard, on Veolia's alleged complicity]





"We have now received confirmation from Professor Hawking's office that a letter was sent on Friday to the Israeli President's office regarding his decision not to attend the Presidential Conference, based on advice from Palestinian academics that he should respect the boycott." —Stephen Hawking, astrophysicist [Cambridge University Statement on Professor Hawking's decision to boycott Israeli conference]

"But in brief, far from being critical of BDS [boycott-divestment-sanctions of Israel], I was strongly supportive of it...if you take a look at [Chomsky's article in The Nation discussing BDS], it very strongly supported these tactics. In fact, I was involved in them and supporting them before the BDS movement even existed. They're the right tactics." —Noam Chomsky, linguist, anthropologist, philosopher [Interview with Noam Chomsky, Democracy Now!, 9 August 2014]



"The BDS initiative calls for effectively isolating Israel, its complicit business, academic and cultural institutions, as well as companies profiting from its human rights violations and illegal policies, as long as these policies continue. I believe that the BDS initiative is a moral strategy which has demonstrated its potential for success." —Stephane Hessel, co-author of the Universal Declaration of Human Rights ["Global citizens must respond where governments have failed," Huffington Post 15 June 2012]

"And so, just as we say "never again" with the respect to the fascism that produced the Holocaust, we should also say "never again" with respect to apartheid, in the southern US. But that means, first and foremost, that we will have to expand and deepen our solidarities with the people of Palestine. People of all genders and sexualities. People inside and outside prison walls. Inside and outside the apartheid wall.... support BDS, and finally, Palestine will be free." —Angela Davis, scholar and African-American rights activist [20 December 2013]





"It's time. Long past time. The best strategy to end the increasingly bloody occupation is for Israel to become the target of the kind of global movement that put an end to apartheid in South Africa...In July 2005 a huge coalition of Palestinian groups laid out plans to do just that. They called on "people of conscience all over the world to impose broad boycotts and implement divestment initiatives against Israel similar to those applied to South Africa in the apartheid era." The campaign Boycott, Divestment, Sanctions—BDS for short—was born." —Naomi Klein, author ["Israel" Boycott, Divest, Sanction," The Nation, 8 January 2009]

Other Prominent Supporters

"I am especially urging the Assembly to adopt the overture naming Israel as an apartheid state through its domestic policies and maintenance of the occupation, and the overture calling for divestment of certain companies that contribute to the occupation of the Palestinian people." —Archbishop Desmond Tutu, Nobel Peace Prize winner, anti-Apartheid hero [Letter to the General Assembly of the Presbyterian Church]





"I have written over the years...why a cultural boycott of Israel and Israeli institutions (not individuals) is the only option left to artists who cannot bear the unconscionable harm Israel inflicts every day on the people of Palestine, whose major "crime" is that they exist in their own land, land that Israel wants to control as its own."

—Alice Walker, author, Civil Rights activist [Open Letter to Alicia Keys, 29 May 2013]

"Well, BDS is a nonviolent, citizen-led movement that is grounded in universal principles of human rights for all people. All people! In consequence, I have determined that the BDS approach is one I can fully support...I feel honored to stand in solidarity alongside my father and my mother, and alongside my Palestinian brothers and sisters, and so many others of all colors, faiths and circumstances from all over the world – including an ever-increasing number of courageous Jewish Americans and Israelis – who have also answered the call." —Roger Waters, British musician, vocalist/bassist of Pink Floyd ["Why I must speak out on Israel, Palestine, and BDS, Salon 17 March 2014]





"It is now time for others to join the campaign - as Primo Levi asked: "If not now, when?" We call on creative writers and artists to support our Palestinian and Israeli colleagues by endorsing the boycott call." — Arundhati Roy, author & Booker Prize Winner ["Israel Boycott may be the way to peace" signatories including Arundhati Roy, The Guardian, 15 December 2006]

3.7 Religious Organizations Endorsing Divestment

Presbyterian Church (USA)

Divestment passes 221st General Assembly of the Presbyterian Church (USA), 20 June 2014

World Council of Churches (Geneva-based Organization representing 345 individual churches and 500 million Christians)

Divestment motion passes World Council of Churches Central Committee, 15 February 2005

United Methodist Church General Board of Pension & Health Benefits

Board sells G4S stocks due to role in Israeli prisons, see "Methodist Church Pension Board Links Divestment to Firm's Role in Israeli Prisons," NY Times, 15 June 2014

Mennonite Central Committee

Divestment approved unanimously by board of directors of Mennonite Central Committee, 26 March 2013

American Friends Service Committee (Primary outreach organization of American Quakers)

"In order to challenge the economic systems that sustain and profit from occupation and violence in Israel and the occupied Palestinian territory, AFSC supports economic activism including the use of nonviolent Boycott, Divestment and Sanctions (BDS) tactics." see "American Friends Service Committee — Advocating Peace in Israel-Palestine — Economic Activism"

3.8 Organizations of the Palestinian People Endorsing Divestment

Hundreds of civil society organizations, including Palestinian political parties, unions, associations, and others, representing the three parts of the Palestinian people—namely Palestinian refugees, Palestinians living under military occupation in the West Bank, Gaza, and East Jerusalem, and Palestinian citizens of the State of Israel—initiated the call for boycott, divestment, and sanctions in 2005.

A full and up-to-date list of these organizations is available on our website: www.nooccupiedpalestine.org

Goodstein, Laurie, "Methodist Church Pension Board Links Divestment to Firm's Role in Israeli Prisons," New York Times, June 15, 2014, http://www.nytimes.com/2014/06/16/us/methodist-church-group-links-divestment-move-to-israel-and-a-firms-prison-role.html.

³ "Caterpillar Dropped from MSCI Index and TIAA-CREF Socially Responsible Funds," http://www.endtheoccupation.org/article.php?id=3242.

https://www.icrc.org/applic/ihl/ihl.nsf/Comment.xsp?viewComments=LookUpCOMART&articleUNID=77068F12B8857

C4DC12563CD0051BDB0. According to article 43 of the 1907 Hague Regulations, an occupying power is responsible for prioritizing the safety of the occupied population and is prohibited from initiating armed force against its occupied territory. The Wall opinion also found Israel's conduct "a breach of Israel's obligation to respect" the Palestinian people's right to self-determination "enshrined in the Charter and reaffirmed by resolution 2625 (XXV)."

http://www.amnesty.org/en/library/asset/MDE15/033/2004/en/2193 fae 2-d5f6-11dd-bb 24-1fb 85fe 8fa 05/mde 150332004 en.pdf.

http://www.amnesty.org/ar/library/asset/MDE15/015/2009/en/8f299083-9a74-4853-860f-0563725e633a/mde150152009en.pdf.

http://www.afsc.org/sites/afsc.civicactions.net/files/documents/Information%20on%20divestments.pdf.

¹ "BDS on Campus," http://www.endtheoccupation.org/section.php?id=319.

² "Jewish Voice for Peace Supports Presbyterian Divestment from Israeli Occupation," http://jewishvoiceforpeace.org/blog/jewishvoice-for-peace-supports-presbyterian-divestment-from-israeli-o.

⁴ "2-Norway's \$810 bln fund excludes two Israeli, one Indian firm," http://www.reuters.com/article/2014/01/30/norway-sovereignwealthfund-idUSL5N0L417M20140130.

⁵ Rubin, Jeffery, "SSC, UCSL resolution calls for full divestiture," Washington Square News, April 15, 1985, https://db.tt/4ZWy4RoU.

⁶ "History of NYU," http://www.nyu.edu/about/news-publications/history-of-nyu.html.

⁷ The Security Council has repeatedly passed unanimous resolutions condemning Israel's conduct in the Palestinian occupied territories, including but not limited to resolutions 242 (1967), 446 (1979), 1322 (2000) and 1860 (2009).

⁸ UNGA 43/177, http://unispal.un.org/UNISPAL.NSF/0/146E6838D505833F852560D600471E25.

⁹ In July 2004, the International Court of Justice, in an advisory opinion on the legality of Israel's wall in the occupied territories, found the settlements illegal under the Fourth Geneva Convention. The Court cited Article 2, paragraph 4, of the United Nations Charter and General Assembly resolution 2625 (XXV) for principles of the prohibition of the threat or use of force and the illegality of any territorial acquisition by such means, as reflected in customary International Law. The ICJ found that the 1907 Hague Regulations had become customary International Law, which means it is binding on all nations, even non-parties such as Israel. Legal Consequences of the Construction of a Wall in the Occupied Palestinian Territory, henceforth "Wall Decision," 2004, available at http://www.icj-cij.org/docket/index.php?pr=71&code=mwp&p1=3&p2=4&p3=6.

¹⁰ Israel's conduct violates customary international humanitarian law treaties, including but not limited to: the Fourth Convention Relative to the Protection of Civilian Persons in Time of War, Articles 48 and 51(5)(b) of the 1977 Additional Protocol I to the Geneva Conventions, Wall Decision (Article 12 of the ICCPR)

Article 49 of the Fourth Convention prohibits the transfer of the occupying power's population to the occupied territories and the change of the occupied territory's demographic character, see https://www.icrc.org/ihl/WebART/380-600056, ICRC commentary on Part III of Article 49 and

¹²Articulating several principles upheld by Resolution 194 and applying them on a universal scale, the Declaration states in Article 13(2) that '[e]veryone has the right to leave any country, including his own, and return to his own country.' In a similar vein, Article 17(2) declares that '[n]o one shall be arbitrarily deprived of his property.' These provisions would seem to support the contention that the Palestinian refugees from the 1948 hostilities should be allowed to repatriate. Although, strictly speaking, the Declaration is not legally binding upon the member states of the UN, it effectively articulates the standards through which stateless Palestinian refugees can make a plausible case for their own repatriation.

¹³ Occupied Palestinian Territory: Gaza Emergency Situation Report, http://www.ochaopt.org/documents/ocha opt sitrep 04 09 2014.pdf.

¹⁴ Razing Rafah: Mass Home Demolitions in the Gaza Strip, http://www.hrw.org/print/reports/2004/10/17/razing-rafah.

¹⁵ Israel and the Occupied Territories Under the Rubble: House Demolition and Destruction of Land and Property,

¹⁶ "Derail Veolia and Alstom," http://www.bdsmovement.net/activecamps/veoliaalstom.

^{17 &}quot;Veolia Environment," http://www.whoprofits.org/company/veolia-environnement.

¹⁸ Motorola Solutions," http://www.whoprofits.org/company/motorola-solutions.

¹⁹ "Group4Securicor (G4S)," http://www.whoprofits.org/company/group4securicor-g4s.

²⁰ "G4S Worldwide," http://www.globalexchange.org/economicactivism/g4s/worldwide.

²¹ "Hewlett Packard (HP)," http://www.whoprofits.org/company/hewlett-packard-hp.

Why HP?" http://www.globalexchange.org/economicactivism/hp/why.

^{23 &}quot;Northrop Grumman," http://investigate.afsc.org/company/northrop-grumman.

²⁴ Israel/Gaza Operation 'Cast Lead': 22 Days of Death and Destruction,

²⁵ "U.S. corporations complicit in current attacks on Gaza," http://www.afsc.org/resource/us-corporations-complicit-current-attacks-gaza.

²⁶ Israel/Gaza Operation 'Cast Lead': 22 Days of Death and Destruction

²⁷ American Friends Service Committee Report,

²⁹ "Climate Action Plan," http://www.nyu.edu/sustainability/pdf/capreport10.pdf.

³² Snyder, Gary, "For the Children," http://moralground.com/wp-content/uploads/2010/11/GarySnyder.pdf.

³⁴ Ariel Kaminer and Sean O'driscoll "Workers at N.Y.U.'s Abu Dhabi Site Faced Harsh Conditions," *New York Times*, 18 May 2014, http://www.nytimes.com/2014/05/19/nyregion/workers-at-nyus-abu-dhabi-site-face-harsh-conditions.html?_r=1

³⁷ "Coalition for Labor Rights," https://fairlabornyu.wordpress.com/.

campus?recruiter=243900426&utm_source=share_petition&utm_medium=facebook&utm_campaign=share_facebook_responsive&utm_term=des-lg-no_src-no_msg&fb_ref=Default.

²⁸ "Global Network Reflection Plan," http://www.nyu.edu/about/leadership-university-administration/office-of-the-president/redirect/speeches-statements/global-network-university-reflection.html.

³⁰ NYU Divest, http://www.nyudivest.com/.

³¹ Cronin, "NYU Divest Meets with Senior Administrators, Calls for Climate Justice," *The Nation*, 18 April 2013, http://www.thenation.com/blog/173927/nyu-divest-meets-senior-administrators-calls-climate-justice#.

³³ Migrant Workers' Rights on Saadiyat Island in the United Arab Emirates, http://www.hrw.org/reports/2015/02/10/migrant-workers-rights-saadiyat-island-united-arab-emirates-0.

³⁵ Glenn Carrick and David Batty, "In Abu Dhabi, they call it Happiness Island. But for the migrant workers, it is a place of misery," *The Guardian*, 21 December 2013, http://www.theguardian.com/world/2013/dec/22/abu-dhabi-happiness-island-misery.

³⁶ Gulf Labor's Observations and Recommendations after Visiting Saadiyat Island and related Sites, http://gulflabor.org/saadiyatreport2014/.

³⁸ "Statement of Labor Values," http://nyuad.nyu.edu/en/about/statement-of-labor-values.html.

³⁹ "Respect Workers' Rights at the NYU Abu Dhabi Campus," https://www.change.org/p/president-sexton-vice-chancellor-al-bloom-respect-workers-rights-at-your-abu-dhabi-

^{40 &}quot;NYUAD Needs to be Proactive about Fair Labor Standards on Saadiyat Island," https://www.change.org/p/president-john-sexton-and-the-nyu-abu-dhabi-administration-nyuad-needs-to-be-proactive-about-fair-labor-standards-on-saadiyat-island.