

## **University of Warwick: Student Opportunity Employer Engagement Code of Practice**

At Warwick, we are committed to providing an impartial careers service aligned with the Association of Graduate Careers Advisory Service (AGCAS) [position on Impartiality](#). We aim to foster an environment that supports the diverse needs of our students and promotes fair representation of employers. In applying this policy we aim to promote the University's values and behaviours, including the core value of [freedom of speech](#).

The following principles guide our actions:

**Diversity of Employer Engagement:** We are dedicated to offering a broad spectrum of employers to our students for exploring career opportunities. We aim to include employers from sectors relevant to our students' future career paths. We reserve the right not to work with an employer if we feel this is appropriate in the circumstances. We do not work with Tobacco companies.

**Impartial Careers Guidance:** Our Senior Careers Consultants are committed to providing impartial guidance and assisting students in exploring career options aligned with their values and interests. We prioritise unbiased advice to empower students to make informed decisions about their professional journeys.

**Comprehensive Jobs Board:** We maintain a full and varied jobs board, ensuring access to a wide range of verified job opportunities for our students. Our commitment is to provide a platform that supports students in finding diverse employment possibilities.

**Inclusive Support:** As a student service, we are dedicated to supporting all students, irrespective of race, gender, colour, ethnicity, religion, disability, or other protected characteristics, without privilege, discrimination or bias.

**Freedom of Speech:** We uphold freedom of speech on campus, in alignment with the Higher Education (Freedom of Speech) Act. In cases where student groups wish to protest the presence of certain companies, we encourage open dialogue before events and work to ensure the safety of all parties involved, including the ability of all students wishing to access events/services to be able to do so.

**Right to Protest:** We acknowledge [the Students' Union's statement](#) of the right of student groups to protest and express their opinions. To facilitate a constructive dialogue, we invite students to initiate conversations to address concerns and ensure a safe environment for everyone at our events. Students wishing to express their concerns can directly contact the department at [employerconnect@warwick.ac.uk](mailto:employerconnect@warwick.ac.uk). We commit to making every effort to ensure that students' voices are heard while respecting the rights and opinions of others and extending speakers or participants in our events the rights afforded them under the law.

This Code of Practice serves as a foundation for our commitment to providing an impartial and inclusive careers service that empowers all students in their career exploration and development.