

Careers and Placements Ethics Statement

Careers and Placements is a member of the Association of Graduate Careers Advisory Services (AGCAS) which is the professional body for university careers services. Our practice is therefore underpinned by the [AGCAS Code of Ethics](#). Careers and Placements engages with a variety of organisations to ensure that we are providing the very latest high quality careers information, advice, guidance and opportunities to our student community.

Impartiality

We are dedicated to supporting University of York students to make their own career decisions. To achieve this all colleagues within Careers and Placements carry out their duties in an impartial manner. Careers and Placements working with an employer does not constitute endorsement of the employer's activities, culture or values. We seek to facilitate awareness of the personal values that will help shape our students' future career decisions. This includes providing opportunities for individuals to interact with a range of employers, alumni and community partners, enabling students to acquire information and insight to help them make fully informed decisions on their future. We encourage our students to interact and learn from a variety of employers and to think critically about how organisations might potentially match their own values. Our aim is to support the development of confident, self-aware graduates, equipped to navigate lifelong careers.

Freedom of Speech and Right to Protest

Individuals may not agree with the aims, activities or values of all the organisations they can interact with through Careers and Placements and they may wish to let other students know that they hold different views. It is important that all our students have access to all the available information around employer issues so that they can form their own opinions based on measured, respectful debate.

We uphold freedom of speech on campus in line with [Regulation 10](#) of the University of York Ordinances and Regulations. All students have the right to protest and we welcome students respectfully discussing their views and allowing others to discuss theirs. We expect students wishing to protest to follow the [University of York Guide to student protest](#), which includes notifying our Campus Safety Team of the planned protest to ensure we can maintain a safe, effective, and welcoming environment for all our students, staff and visitors. Their email address is campus-safety@york.ac.uk.

If any member of our student or academic community would like to discuss this in more detail, please do not hesitate to contact careers@york.ac.uk.

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