

## Response to : Fossil Free Careers Policy Proposal (to be considered at the Welfare & Community Zone)

UCL Careers welcomes a broad range of employers to our events who are interested in hiring UCL students and graduates. In our [Employer Engagement Policy](#) we outline who we work with. This includes any graduate employer offering legally compliant opportunities. This stance has been approved by UCL senior management.

We believe that students should be given freedom of choice in where they decide to work. Therefore, we do not impose a subjective viewpoint on which companies are allowed to attend our events, as long as they are offering genuine, lawful opportunities that would not bring UCL into disrepute. If we were to take all student subjective views into account, it would be impossible for us to draw the line on which companies to allow to engage with our services. To be clear, an ethical careers policy cannot focus exclusively on fossil fuel companies - many other sectors contribute significantly to environmental damage as well as social injustice, (fast fashion, many major banks and professional services firms, many major tech companies, just to give some examples). In addition, some students may feel that other sectors should not be present at careers activities (eg: the defence industry).

It is our job as a careers service to be objective and impartial and this is integral to the [Code of Ethics](#) that we sign up to with our professional body AGCAS. In addition, AGCAS have recently published a related [Position Statement](#). It is not our role to tell someone where they should and shouldn't work and we would not wish to discriminate against and alienate students who do wish to work certain industries. It is our role to listen to students, coach, guide and educate and help the students learn about companies and map them to their own ethics and values. It is also worth noting that student career preferences are the main driver for which companies attend careers events. If a company does not see enough students at a careers fair or presentation, they are likely to decide not to return.

Finally, any decision on a policy that bans certain companies from campus, would need to be agreed with others outside of UCL Careers. In the case of fossil fuels, this includes (for example) UCL Engineering Sciences Faculty; UCL Engineering Society; UCL Women's Engineering Society and ultimately it would be UMC that takes that decision.