

**The University of Lincoln  
Careers & Employability Service  
Equality & Diversity Policy**



The University's Equality and Diversity Statement of Commitment states:

“Our commitment is to actively promote an organisational culture where individual difference is appreciated and respected, ensuring equitable and fair treatment for all. Therefore, fair treatment is a basic principle with which we treat our staff, students, visitors, associates and our suppliers.

We will actively foster an environment that is free from unfair and unlawful discrimination and harassment and will not accept practices that unlawfully discriminate on the basis of a person's protected characteristic; age, disability, gender, gender reassignment, race, religion, sexual orientation, and/or marriage and civil partnerships, maternity and pregnancy.”

The Careers and Employability Service:

- aims to provide a service of value and relevance to the needs of all students enrolled on the University's courses of study.
- aims to provide an environment, programme and resource base that enables each student to maximise his/her potential given their personal talents, ambitions and circumstances.
- takes steps, through regular review and awareness, to ensure that careers education and guidance is impartial and unbiased and that through initial training and continuous professional development activities, Careers staff are able to support students from all backgrounds, particularly with references to any specific barriers they may face, such as handling discrimination or disclosure of disability or appropriate cultural awareness.

We aim to work any students who, for individual reasons, may face additional careers- related barriers, to enable them to recognise these challenges, and we offer enhanced support to such students which we hope will address potential disadvantages.

We also aim to support the needs of students who may experience disadvantage on account of their gender, ethnicity, age, disability, sexual orientation, nationality\*, spent criminal conviction or any other inappropriate grounds. We also support recruiters using our services in their attempts to recruit a diverse intake that reflects the richness of talent and ability in the UK student body.

\*We are unable to give advice on immigration matters. Student Support in the Main Admin Building provides support in this area.

(Adapted from University of Warwick Careers and Employability Centre's policy on Equality and Diversity)

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