

University of Pittsburgh Career Center Protest Response Guidelines

Purpose

These guidelines aid campus guests and visiting organizations on how to respond appropriately and safely if they encounter student protests while on campus. The goal is to promote respectful engagement, uphold the university's commitment to free expression, and ensure a safe, productive environment for everyone.

Scope

These guidelines apply to all external guests, speakers, vendors, exhibitors, and organizational representatives invited or approved to be on campus for any official purpose.

University of Pittsburgh Position on Student Protests

- The university supports students' rights to engage in peaceful, orderly, and nondestructive protests, including distributing leaflets, picketing, or holding signs, in alignment with the [University of Pittsburgh Student Code of Conduct](#) and [University of Pittsburgh On-Campus Demonstration and Protest Guidelines](#).
- Protests should not interfere with university activities, including the Career & Internship Fair, classrooms, offices, or other university facilities or grounds, except where allowed by event scheduling rules.
- These standards reflect principles outlined in the [Protester Rights](#) published by the American Civil Liberties Union.
 - *(For a quick guide, the printed version would use the following QR code entitled: [Demonstration and Protest Guidelines | Free Speech](#))*



Procedures for Guests Encountering Protests

1. Maintain Professionalism and Composure

- Remain calm, courteous, and non-confrontational.
- Do not engage in debates, arguments, or confrontations with protestors.

2. Do Not Remove or Interfere with Protest Materials

- Do not remove, damage, or dispose of leaflets, posters, or other protest materials unless explicitly directed by campus staff.
- If materials are placed on your booth, table, or personal property, notify Career Center team or liaison.

3. Report Protest Activity Immediately

- Contact the Career Center team or your designated campus liaison as soon as protest activity is observed.
 - Provide precise details: location, type of activity (e.g., leafleting, chanting, picketing), and any perceived impact on your activities.
4. **Await University Guidance**
- Follow instructions from campus security or event organizers.
 - If directed to relocate, pause, or modify your activities, cooperate fully.
5. **Safety First**
- If you feel unsafe, move to a secure area and contact campus security or your liaison immediately.
 - Campus police officers are on-site during each Career & Internship Fair to monitor activities and can escort employers to transportation if needed.
6. **Media and Social Media**
- Do not make statements to the media or post about the protest on social media.
 - Direct all media inquiries to the Office of Communications.
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Support and Resources

For assistance during your visit, contact:

- **Campus Security:** [412-624-2121]
 - **Career Center Liaison / Event Coordinator:** [Sharon Mickens, Associate Director of Employer Relations at 412-383-7824]
 - **University Communications:** [412-624-4147, ucomm@pitt.edu]
 - **Emergency Services:** Dial 911 or [412-624-2121] for immediate threats to safety
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Enforcement

Failure to adhere to these guidelines may result in removal from campus and/or restrictions on future campus access.

Pre-Event Preparedness by the Career Center

Before each Career & Internship Fair, the Career Center will:

- Share the list of employer registrants with the Central Office.
- Ask the Office of Marketing & Communications to monitor for protest-related social media posts and alert the Career Center of any potential activity.

Staff Responsibilities

- If an employer informs a staff member of protest activity, then they will notify any available leadership team member.
 - The leadership team member will inform the Executive Director (ED) of the Career Center.
 - The ED will inform the appropriate Associate Dean in the Central Office.
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