

UNPAID INTERNSHIPS POLICY

**Proposed by the Deputy President (Welfare)
Seconded by the Deputy President (Education)**

Beliefs

1. Imperial College Union should, as a membership organisation, be primarily offering opportunities with equal and fair access for all.
2. Students should never be exploited.
3. Organisations that have the means to pay interns, should.
4. The Imperial College Union should, where possible, be employing students, and as such, as an organisation should not normally take on unpaid internships.

Resolves

1. Imperial College Union (and any organisation it affiliates with) should advertise paid internships for organisations that have the means to pay interns.
2. Imperial College Union should not itself advertise unpaid internships.
3. Imperial College Union may affiliate to an organisation that advertises unpaid internships, on the condition that the affiliate agrees:
 - a. To only advertise unpaid internships for organisations those do not have the means to pay interns.
 - b. That the responsibility for deciding which organisations Imperial College Union deem to have the means to pay (or not) shall be decided by the Board of Trustees.