



EVALUATION REPORT
on the implementation
of the Gender Equality Plan (GEP)
for the period February 2024 – August 2025

NEWTON University

Prague / Brno / Bratislava

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Promoting the principles of equality, equal opportunities, non-discrimination, diversity, as well as supporting the principles of work-life balance are among the undisputed priorities of democratic societies, representing a long-term priority of the European Union and a declared priority of the Czech Government.

NEWTON University (the original name entered in the Czech Commercial Register is "Vysoká škola NEWTON, a.s."; where "a.s." denotes the legal form of a joint-stock company; hereinafter referred to as "NEWTON University", "NU" or "the university") adopts the objectives of the European Union and the Czech Republic in the area of gender equality in the broadest possible sense, and in February 2024 it drew up and published a Gender Equality Plan (GEP).

The application of the principles of equality, equal opportunities, non-discrimination and diversity at NEWTON University is also reflected in the form and content of key internal regulations and other internal standards, as well as methodological and other documents and materials. Equal access, non-discrimination and support for diversity are also among the priorities that NEWTON University focuses on in connection with activities aimed at obtaining international accreditations and certifications, in particular BGA (Business Graduates Association) accreditation.

The implementation of the principles of equality, equal opportunities, non-discrimination and diversity does not only apply to employees and other university staff, but these issues are also given full attention in relation to university students, applicants for study programmes and participants in further postgraduate education programmes. NEWTON University disseminates and promotes the principles and policies it applies throughout the NEWTON University Group, of which it is a part.

Along with its commitment to create, update, and implement the Gender Equality Plan (GEP) and its individual activities and measures, NEWTON University has also committed to preparing periodic evaluation reports on its implementation, the first of which, covering the period from February 2024 to August 2025, is the subject of this document.

In Prague, September 15, 2025

Anna Plechatá Krausová, DPhil.

Chancellor of NEWTON University

Comments on the form of the evaluation report on the implementation of the Gender Equality Plan

The evaluation report provides an overview of individual so-called current measures (i.e. activities that NEWTON University had already implemented in the period leading up to the creation of the Gender Equality Plan in February 2024 in the areas of equal treatment, equal opportunities, non-discrimination and diversity support; these activities are highlighted in grey) and also on new measures, activities and objectives that are declared in the Gender Equality Plan in their current form and wording.

However, from the perspective of the evaluation report, there is currently no significant difference between the two categories of activities. as each measure (activity) sets out specific steps and/or objectives that should be implemented and fulfilled within a specified time frame, regardless of whether NEWTON University was already involved in the issue in question before 2024 or not.

Contents of the evaluation report on the implementation of the Gender Equality Plan for the period from February 2024 to August 2025

1. Keeping gender statistics on employees at NEWTON University	
Activity/description of action	Ongoing mapping and keeping of gender statistics
Indicator/output	Information in the NEWTON University Annual Report
Target group	Employees, the public
Responsibility	Chancellor's Office with the support of the Human Resources Department
Sources	Internal resources
Deadline	Q2/2024 as part of the 2023 Annual Report Subsequent regular annual updates (always in Q2 of each year)
Activity fulfilment	For 2024, fulfilled as part of the Annual Activity Report published in June 2025. Implementation will continue on an annual basis.

2. Keeping gender statistics on students, applicants and graduates of NEWTON University	
Activity/description of action	Ongoing mapping and keeping of gender statistics
Indicator/output	Information in the NEWTON University Annual Activity Report
Target group	Students, employees, the public
Responsibility	Chancellor's Office with the support of the Human Resources Department
Sources	Internal resources
Deadline	Q2/2024 as part of the 2023 Annual Report Subsequent regular annual updates (always in Q2 of each year)
Activity fulfilment	For 2024, fulfilled as part of the Annual Activity Report published in June 2025. Fulfilment will continue on an annual basis.

3a. Declaration of support for equal opportunities during the employment relationship with NEWTON University	
Activity/description of action	Implementation of equal opportunities support within the newly created support document Life Situations Manual
Indicator/output	Newly created Life Situations Manual valid for the entire NUG group, which will contain all important information regarding the establishment and course of the employment relationship, as well as any other life situations that NUG employees need to deal with.
Target group	Employees
Responsibility	Equality & Diversity Coordination Team in cooperation with the Human Resources and Legal Departments
Resources	Internal resources
Deadline	Q2/2025
Activity fulfilment	<p>The Life Situations Manual was prepared in its first-ever version as a completely new type of methodological material within the NEWTON University project on August 1, 2024. However, after its pilot distribution, it became apparent that it needed to be partially reformulated and supplemented with additional topics, which, among other things, responded to the objectives set out in the GEP and, at the same time, to the development of the view on the optimal fulfilment of these GEP objectives.</p> <p>At the time of publication of this evaluation report, a significantly revised version of the Life Situations Manual has already been created, to which some information of a labour law nature will be added. The revised version of the Life Situations Manual will be published by the end of November 2025.</p>

3b. Declaration of support for equal opportunities in the form of a public commitment to equal opportunities and raising awareness and knowledge of gender equality issues	
Activity/description of action	The next stage of promoting the idea of equal opportunities through the newly created NEWTON University website, including a revision of the current wording of the code of ethics; creation of a thematic section (special tab) dedicated to the issue of equal opportunities.
Indicator/output	Articles/advice on equal opportunities will be posted on the new NEWTON University website in a tab (subpage) labelled Equal Opportunities.
Target group	Employees, students, the general public
Responsibility	Equality & Diversity Coordination Team
Resources	Internal resources
Deadline	Q1/2026
Activity fulfilment	Preparations are underway to fulfil this objective (implementation of the activities listed), with a deadline for implementation in 2026.

4. Setting up an evaluation system to ensure the transparency of the system in the context of equal pay	
Activity/description of action	Updating the methodology for conducting appraisal interviews.
Indicator/output	Training of managers in connection with the evaluation of subordinates and conducting evaluation interviews, including the creation of a methodology for evaluation and conducting evaluation interviews that unifies and shares desirable practices across the entire university, or NUG.
Target group	Managers
Responsibility	Equality & Diversity Coordination Team in cooperation with the Human Resources Department
Resources	Internal resources
Deadline	Q2/2026
Activity implementation	Preparations are underway to fulfil this objective (implementation of the activities listed), with a deadline for implementation in 2026.

5. Mapping gender (in)equality in remuneration for comparable positions	
Activity/description	Conduct a remuneration analysis (for internal purposes) from the perspective of gender equality using a suitable analytical tool.
Indicator/output	Mapping with an annual period, the output will be an internal report available to the university management on the results of a gender-oriented remuneration analysis. Any differences in remuneration in comparable positions will be eliminated on an ongoing basis, with an emphasis on a conceptual solution.
Target group	Employees
Responsibility	NEWTON University management; implemented by the Human Resources Department
Resources	Internal resources
Deadline	Q3/2024; subsequently repeated on an annual basis
Activity fulfilment	Completed for 2024, partial results are also included in the updated version of the GEP from September 2025, and the report is available to the university management. Implementation will continue on an annual basis.

6a. Creation and implementation of a system for the adaptation of employees	
Activity/description of action	Setup and implementation of an adaptation system, including its inclusion in the newly created Life Situations Manual
Indicator/output	Section dedicated to employee adaptation in the newly created Life Situations Manual
Target group	New employees Employees in managerial positions who are responsible for the adaptation process of their subordinates
Responsibility	Human Resources Department in cooperation with the Equality & Diversity Coordination Team
Resources	Internal resources
Deadline	Q2/2025
Activity fulfilment	The issue of adaptation is included in the revised version of the Life Situations Manual. Some information of a labour law nature is currently still being added to this material; the revised version of the Life Situations Manual will be published by the end of November 2025.

6b. Creation and implementation of introductory (adaptation) training for new employees	
Activity/description of action	Creation of an induction training presentation for new employees
Indicator/output	Presentation of the adaptation process during the annual preparatory period, which will include all key information for new arrivals and support for equal treatment.
Target group	New employees Managers in positions responsible for the adaptation process of their subordinates
Responsibility	Human Resources Department
Resources	Internal resources
Deadline	Q2/2025
Activity fulfilment	The format of the induction training has been developed, and information about the adaptation process has been distributed to new employees as standard since the first half of 2025. Information about the new format of the adaptation process was also communicated during relevant workshops during the preparatory period for the 2025/2026 academic year.

7. Streamlining internal communication with the aim of presenting all news and activities within the organisational culture, in the context of equal opportunities/diversity	
Activity/description of the event	Effective and comprehensible form of information about news and innovations in the context of equal opportunities within NEWTON University
Indicator/output	Creation of PR articles presenting specific facts related to the promotion of equal opportunities, diversity, etc. in the NEWTON University / NUG environment, or interviews with academic officials, etc. In parallel, infographics and promotional materials on notice boards, information on the communication platforms of the university and individual teams.
Target group	Employees, job applicants Students and applicants for study The general public
Responsibility	PR department
Resources	Internal resources
Deadline	Ongoing in connection with the implementation of individual GEP measures
Implementation of activities	Ongoing, e.g. interviews with the Chancellor of NEWTON University, Anna Plechatá Krausová, DPhil. on the topic of safety and security at universities, psychological safety and the importance of equal access and equal opportunities for psychological safety; individual specific activities and events are communicated appropriately using suitable communication channels, primarily the NEWTON University social networks, etc.

8. Mapping equal opportunities and social responsibility within NEWTON University	
Activity/description of event	Implementation of a gender audit; this activity is planned for the future and will take place once it has been at least partially financed by grant funds. The audit will be carried out by a qualified contractor in accordance with government methodology and methodological standards for gender audits, which will also include diversity, age management, CSR and other relevant sub-areas.
Indicator/output	Implementation of a gender audit, final report from the gender audit, including relevant findings and recommendations in all key areas. Presentation of audit results to all employees.
Target group	Employees
Responsibility	Equality & Diversity Coordination Team
Resources	Grant programmes, partly also internal resources
Deadline	(intention) Q4/2026
Activity implementation	Not yet implemented.

9. Keeping gender statistics on the positions of female and male managers at NEWTON University	
Activity/description	Continuing and further expanding the mapping and keeping of gender statistics in management and decision-making positions.
Indicator/output	Information in the NEWTON University Annual Report on the representation of women in management and decision-making positions at all university workplaces.
Target group	Employees, the public
Responsibility	Chancellor's Office with the support of the Human Resources Department
Sources	Internal resources
Deadline	Q2/2024 as part of the 2023 Annual Report Subsequent regular annual updates (always in Q2 of each year)
Activity fulfilment	For 2024, fulfilled as part of the Annual Activity Report published in June 2025. Implementation will continue on an annual basis.

10. Raising awareness and knowledge about equal opportunities and gender equality issues	
Activity/description of action	Raising awareness of the benefits of gender equality and diversity in leadership positions, including opportunities for further support in achieving desired goals. Implementation of equal opportunities and gender equality into the discussion format on NEWTON TV with the aim of increasing awareness of this issue.
Indicator/output	Informative e-mail, newsletter, information about NEWTON university activities in support of equal opportunities and gender equality in leadership positions. Discussion with women in leadership positions (sharing good practices, successes, experiences), including the possibility of an online stream within the NEWTON University.
Target group	Employees Students
Responsibility	PR department
Resources	Internal resources
Deadline	Q2/2025 - Q4/2026
Activity fulfilment	An interview and discussion was held between the Chancellor of NEWTON University and a prominent female leader, Prof. Milena Králíčková, Chancellor of Charles University in Prague, focusing on topics such as equality, equal opportunities, gender equality, non-discrimination, etc.

11. Support for senior employees in the area of equal opportunities with the aim of developing and streamlining managerial skills in people management in the context of equal opportunities.	
Activity/description of event	Implementation of an educational workshop on the topic of "Authentic Leadership".
Indicator/output	Workshop held, or e-learning version of this workshop created and published internally.
Target group	All managers and employees
Responsibility	Equality & Diversity Coordination Team (implemented in cooperation with experts in the field)
Resources	Internal resources or project resources
Deadline	Q2 - Q3/2026
Activity implementation	Not yet implemented.

12. Support for a transparent process of recruitment, selection and hiring of new employees and a declaration of equal and non-discriminatory treatment.	
Activity/description	NEWTON University will continue to publish job vacancies in gender-neutral advertisements. At the same time, NEWTON University will continue to fill academic positions on the basis of a selection procedure in accordance with the Selection Procedure Rules.
Indicator/output	Job advertisements will be published using gender-neutral language. Selection procedures will be carried out in accordance with the provisions of the Selection Procedure Rules.
Target group	Job applicants, the general public Managers and employees conducting selection procedures
Responsibility	Human Resources Department
Resources	Internal resources
Deadline	Q1/2024
Activity fulfilment	The activity is a standard part of NEWTON University's internal processes.

13. Implementation of equal treatment and gender equality in recruitment with the aim of promoting gender diversity.	
Activity/description of action	Add a provision on the social responsibility of employers supporting equal opportunities and diversity to the Job Opportunities section of the NEWTON University website.
Indicator/output	Updated Job Opportunities section supplemented with information declaring equal opportunities and opposing any form of discrimination, in particular discrimination based on gender or age.
Target group	Job applicants Students The general public
Responsibility	PR department
Resources	Internal resources
Deadline	Q2/2024
Activity fulfilment	The provision was added to the original version of the NEWTON University website. Currently, after the launch of the new website, the Job Opportunities section has not yet been reactivated on this site, and the recruitment of new employees is currently taking place through other information channels. However, the section is expected to be launched in the future, including the relevant provisions on employer social responsibility and the promotion of equal opportunities and diversity.

14. Support for flexible forms of work with the aim of continuing to support the reconciliation of work and family/personal life for employees	
Activity/description of the event	NEWTON University will continue to offer part-time work and work from home options for employees who are caring for others and balancing their work and family/personal lives.
Indicator/output	Adequately set internal personnel processes Existing document on remote working agreements
Target group	Employees
Responsibility	Human resources department
Resources	Internal resources
Term	Ongoing throughout the entire period under review, i.e. 2024–2027
Activity implementation	The activity is a standard part of NEWTON University's internal processes.

15. Support for work-life balance with the aim of providing education and awareness to all target groups within NEWTON University, with an emphasis on prevention	
Activity/description of the event	Lectures/workshops focused on the prevention of health problems, meetings with experts focused on mental health care, stress management, work-life balance, etc.
Indicator/output	Lectures/workshops on relevant topics Output materials for these workshops Repetition or implementation of new workshops according to identified needs
Target group	Employees Students
Responsibility	Human resources department
Resources	Internal resources
Term	Ongoing throughout the entire period under review, i.e. 2024–2027
Activity implementation	Implemented on an ongoing basis, including appearances by experts on these topics in the media (see, for example, Mgr. Bašová; November 2025) etc.

16. Development of support for work-life balance for employees caring for third parties (children, close relatives requiring care)	
Activity/description of action	Setting up and implementing a system to support work-life balance, including its inclusion in the newly created Life Situations Manual
Indicator/output	Section dedicated to supporting work-life balance in the newly created Life Situations Manual Presentation of new measures to support work-life balance using appropriate communication channels
Target group	Employees
Responsibility	Human Resources Department Equality & Diversity Coordination Team with the support of the Human Resources Department
Resources	Internal resources
Deadline	Q2/2025
Activity implementation	The issue of supporting work-life balance is included in the revised version of the Life Situations Manual (to be published in November 2025). The presentation of options and measures aimed at reconciling work and family/personal life is a standard part of the induction process, as well as part of the internal information commonly shared by employees through communication channels.

17. Active communication with employees on maternity leave and employees on parental leave in order to support parents leaving/returning from maternity/parental leave, maintain contact with them during their absence and facilitate their return to work	
Activity/description of action	Summarise all information relating to communication with persons going on maternity or parental leave, persons currently on maternity or parental leave, and persons who will soon be returning to work from maternity or parental leave, including the creation of a return adaptation plan, etc. Include this issue in the newly created Life Situations Manual.
Indicator/output	Section dedicated to support and communication with persons on maternity and parental leave in the newly created Life Situations Manual Presentation of measures for active communication with persons on maternity and parental leave using appropriate communication channels Provision of necessary information as part of induction training
Target group	Female employees on maternity leave Employees on parental leave Female managers and employees
Responsibility	Human Resources Department Equality & Diversity Coordination Team with support from the Human Resources Department
Resources	Internal resources
Deadline	Q1/2026
Implementation of activities	The issue of adaptation is included in the revised version of the Life Situations Manual (to be published in November 2025). A model for active communication with persons on maternity or parental leave is being prepared and will be launched in 2026 (including the distribution of necessary and appropriate information through suitable communication channels and as part of initial training for employees).

18. Awareness-raising on the gender dimension with the aim of informing about the importance and benefits of integrating gender into research and education	
Activity/description of the event	Information on this topic, possibilities for integrating the gender dimension into research work, and examples of good practice.
Indicator/output	Students learn about gender aspects, e.g. in connection with the topic of coping with stress and stressful situations or improving their mental abilities and cognitive functions.
Target group	Academic staff Students
Responsibility	Specialised centres, heads of specialised centres
Resources	Internal resources
Deadline	Q3/2024
Activity implementation	It is a regular part of teaching individual subjects, e.g. Management; Human Resource Management I, II; Ethical Aspects of Management; Managerial Personality and many others.

19. Raising awareness of the gender dimension in research and teaching with the aim of informing about the importance and benefits of integrating gender into science, research and education	
Activity/description of the event	Familiarising academic staff and other research and teaching staff with the importance of the gender dimension in research and teaching, with an emphasis on active implementation.
Indicator/output	Handbook for the implementation and subsequent evaluation of the implementation of the gender dimension in research and teaching
Target group	Academic staff, research staff Other employees Students
Responsibility	Specialised centres, heads of specialised centres
Resources	Internal resources
Deadline	Q2/2026
Activity fulfilment	Not yet implemented.

20. Support the integration of the gender dimension into research and educational activities with the aim of training and popularising this topic	
Activity/description	Integrate the gender dimension into research and educational activities at NEWTON University, raise awareness of gender issues in science, research and education, standardise procedures that take gender into account in research plans and research design, the composition of research teams, etc.
Indicator/output	Workshop on "Gender in science, research and education" held Making background materials on this topic available
Target group	Specialised centres, heads of specialised centres
Responsibility	Equality & Diversity Coordination Team
Resources	Internal resources Grant programmes
Term	Q2/2026 – Q3/2027
Activity fulfilment	Not yet implemented.

21. Ensuring equal access to projects in creative activities, science and research and in their evaluation, with the aim of taking gender into account throughout the entire project implementation process	
Activity/description of action	Incorporating monitoring of the gender dimension into the rules of internal grant competitions, taking into account the relevance of research topics. Ensuring gender balance in internal project evaluation committees, taking into account the possibilities and maintaining the main criterion of expertise.
Indicator/output	Creation of internal methodology that would include rules for incorporating the gender dimension. Collection of data on the composition of evaluation committees and research teams
Target group	Employees of the Science and Research Department Senior employees Employees Students
Responsibility	Heads of specialist centres
Resources	Internal resources Grant titles, project resources
Deadline	Q3/2026
Activity implementation	Not yet implemented.

22. Support for a safe environment at NNTB	
Activity/description	NEWTON University will continue to use whistleblowing software called Face Up (previously NNTB; (Don't let it be!)).
Indicator/output	Use of the NNTB software system and its evaluation
Target group	Employees
Responsibility	Equality & Diversity Coordination Team
Resources	Internal resources
Timeframe	Ongoing throughout the entire period under review, i.e. 2024-2027
Implementation of activities	An anonymised electronic reporting process (whistleblowing) using the NNTB ("Don't let it be!") platform, designed primarily to detect cases of unequal treatment, discrimination, and sexual or gender-based harassment, is active, and the functionality of the system is regularly reviewed. Mechanisms for the subsequent resolution of received reports have been defined, with the active participation of the chancellor and the statutory body of NEWTON University. In this case, the protection of victims and witnesses of any incidents is a matter of course, as is their psychological and personal support provided by specialists from among the academic staff of the NEWTON University Centre for Humanities who have the relevant professional qualifications.

23. Education on the topic of discrimination and its elements with the aim of raising awareness in this area, presenting and explaining discriminatory practices, how various forms manifest themselves, how to recognise them and how to defend against them	
Activity/description of the event	Organising workshops, seminars and discussions on discrimination and anti-discrimination, sexual harassment, mobbing and bossing.
Indicator/output	Workshops and seminars held, including appropriate promotion E-learning course created on this topic, video materials
Target group	Employees Students
Responsibility	Equality & Diversity Coordination Team Marketing Department
Resources	Internal resources
Timeframe	From Q4/2024 onwards, continuously until the end of the period, i.e. until 2027
Activity implementation	The topics of equality, equal opportunities, non-discrimination, as well as sexual and gender-based harassment were incorporated into the topics discussed during academic workshops held during the so-called preparatory week at the end of August 2025 with the aim of gradually integrating these topics and presenting them as key components of the institutional approach and institutional strategy of NEWTON University. Further targeted activities of this type are currently being prepared, including considerations regarding the possible digitisation of their outputs in line with the needs of the organisation and individuals from the target group of such activities and measures.

24. Monitoring the NEWTON University environment with the aim of continuously mapping the working environment and obtaining feedback from employees and students	
Activity/description of the event	Monitoring (mapping) the satisfaction and needs of employees and students, including questions about possible encounters with discrimination or sexual harassment.
Indicator/output	Regular monitoring (in the form of an online questionnaire survey).
Target group	Employees Students
Responsibility	Equality & Diversity Coordination Team in cooperation with other departments
Resources	Internal resources
Deadline	Q1/2025 and thereafter on a regular annual basis
Activity implementation	Carried out only in pilot form for the purpose of verifying both the subject of the survey and the method of communicating the intention, collecting data and evaluating its results. The participants were only selected employees and students, who were also asked to provide feedback and their personal opinions on the collection of this type of information. The first full survey is being prepared and will take place in the first half of 2026.

25. Awareness-raising in the area of equal opportunities and discrimination , providing guidance on how to proceed in cases of discrimination or sexual harassment	
Activity/description of the event	Creation of an Anti-Discrimination Manual, awareness-raising focused on discrimination and discriminatory practices, behaviour and conduct: mobbing, bossing, sexual harassment, etc., how they manifest themselves and how to deal with them.
Indicator/output	Anti-Discrimination Manual
Target group	Employees Students
Responsibility	Equality & Diversity Coordination Team in cooperation with other departments
Resources	Internal resources
Deadline	Q1/2026
Activity implementation	Not yet implemented.

26. Mapping the process, formulation and subsequent implementation of appropriate recommendations and measures in the area of equal opportunities into practice at NEWTON University	
Activity/description	Conducting a gender re-audit to map the progress of NEWTON University as an employer in the area of equal opportunities and gender issues.
Indicator/output	Gender re-audit carried out Presentation of results to employees
Target group	Employees
Responsibility	Equality & Diversity Coordination Team
Resources	Grant programmes
Deadline	(intention) Q4/2027 (or possibly in 2028 or 2029)
Activity implementation	Not yet implemented.