



**GENDER EQUALITY PLAN**  
**(GEP)**  
**for the period 2024–2027**

NEWTON University

Prague / Brno / Bratislava

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## 1. Basic information and strategic context

Equal opportunities are one of the priorities of a democratic society, 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, reflecting in particular the document *Union of Equality: Strategy for Gender Equality for 2020–2025* and the government document *Strategy for Gender Equality for 2021–2030*, which formulates the measures necessary to raise the quality of life of women and men in the Czech Republic to a level comparable to other European countries. The Gender Equality Plan (hereinafter also referred to as GEP, according to the commonly used name Gender Equality Plan) of NEWTON University is also developed and implemented in the context of *the Ministry of Education, Youth and Sports' Plan for the Support of Gender Equality for 2021–2024*.

Since 2023, NEWTON University has been a member of the international BGA (Business Graduates Association), which monitors and evaluates the quality of the world's leading business schools. NEWTON University's goal is to obtain BGA accreditation/certification, and in 2025, the implementation phase of the BGA accreditation process was launched. BGA members are committed to supporting a set of core values and principles, including social responsibility, ethics and sustainability, and the promotion of equality, diversity and inclusion. These are values that NEWTON University has long espoused, both towards its employees and towards its students, participants in lifelong learning programmes and applicants for study.

NEWTON University has a code of ethics that summarises the basic ethical and moral values, standards and rules respected within NEWTON University and applicable to all employees, students, academic officials, members of university bodies and other persons cooperating with the university. The code of ethics creates a basis for ethical behaviour, morally sound attitudes, adherence to generally accepted moral principles, combating all forms of discrimination, and building an environment that enables, supports and facilitates the professional and personal development of all persons participating in any way in the activities of the university.

NEWTON University upholds and supports the principles of diversity, whether in terms of gender, age or intercultural dimensions, and promotes the principles of work-life balance of its employees, as well as other collaborators and students, emphasises the effective streamlining of activities, e.g. through available information and digital technologies, including appropriate AI tools, and cares for the internal culture of the organisation, pays attention to creating the NEWTON community and fulfilling the needs of those who contribute to its activities.

As part of its Gender Equality Plan (GEP), NEWTON University is particularly interested in implementing measures and activities based on the key pillars of transparency, equality, responsibility and inclusion. NEWTON University wants to be a model of responsible behaviour and thus positively influence society and the world around it. It is interested in supporting and developing an environment in which employees, other collaborators, and students have equal opportunities in specific relevant areas.

The events and activities presented and elaborated in this NEWTON University Gender Equality Plan (GEP) for the period 2024-2027 are in line with the overall philosophy, vision and mission of NEWTON University, which include the promotion of equal opportunities alongside the fulfilment of social responsibility goals, the building and support of teamwork and internal cohesion, and the promotion of the fundamental values of mutual dialogue, respect and openness.

NEWTON University is a member of the NEWTON University Group (hereinafter also referred to as NUG) and is committed to supporting the development of a gender-equal environment, diversity, equal opportunities and other priorities and objectives outlined above, both in general and in all other individual organisations and institutions of the group as such.

At the same time, it undertakes to publish the NEWTON University Gender Equality Plan (GEP) for the period 2024-2027 on its website, including any updates and annual evaluation reports on its implementation.

In Prague, September 15, 2025

Anna Plechatá Krausová, DPhil.

Chancellor of NEWTON University

## 2. Analysis of the current situation and basis for the gender equality plan

NEWTON University already strives to approach the areas of non-discrimination, equal treatment, equal opportunities and social responsibility in an active and responsible manner, reflecting the overall very broad context and connections of these issues as such.

NEWTON University is committed to the values of ethical and moral behaviour and conduct and promotes these in its relations with its employees, students, participants in lifelong learning programmes and applicants for study.

In 2023, NEWTON University implemented and in 2025 (based on data from the end of 2024) re-examined and updated:

- a) monitoring and gender statistics for both employees and students, with the mapping revealing, for example, the following:

Employees:

NEWTON University has a gender-balanced and diverse management team, with two women and two men holding academic positions. Overall, NEWTON University has 81 female and 61 male employees. There are 18 women and 18 men in positions such as assistant professors.

Students:

During the period in question, NEWTON University had a total of 2,447 students, of whom 1,230 were women (i.e. 50.27 % women and 49.73 % men).

- b) Monitoring and gender statistics on remuneration:

The management of NEWTON University recognises the importance of pay equality for comparable work in comparable positions. Employees perceive the evaluation and remuneration system as fair when it is transparent, publicly verifiable and has clear and transparent criteria influencing the final amount of pay.

A gender analysis of remuneration conducted in 2023 revealed inequality in the highest managerial positions of academic officials, with women earning on average 7.5% more than men. This difference is due to the hierarchy in the organisation, where the highest position is held by a woman in the role of Chancellor. In senior management positions, there is a 3.7% difference in remuneration in favour of men and to the detriment of women. In regular positions, the remuneration of women and men is identical and completely comparable. The system of evaluation and remuneration of women and men at NEWTON University shows certain reserves and there is an opportunity for the implementation of positive changes, including through planned activities within the gender equality plan.

NEWTON University is committed to upholding the principles of equality, approaching equal opportunities policy responsibly and openly supporting non-discriminatory access, equal treatment, equal opportunities, diversity and, specifically, the reconciliation of work and family/personal life.

In general, it can be said that NEWTON University will focus primarily on the following areas in the period from 2024 to 2027:

- raising awareness of equal treatment and gender issues,
- the system of acquisition, recruitment, hiring and subsequent adaptation and initial training of new employees,
- supporting the development and training of managers in the context of equal opportunities,
- streamlining the system of motivation and evaluation of employees with an emphasis on equal treatment, equal opportunities and equal pay,
- improving employee care, particularly in relation to supporting the work-life balance, opportunities to combine work responsibilities with caring for others, etc.,
- streamlining communication with employees in order to further strengthen openness and transparency within established processes, monitoring their needs and requirements, as well as overall satisfaction in relation to work performance, etc.,
- removing barriers that could hinder the achievement of equal opportunities for job applicants, academic and scientific research staff, other employees, as well as students and applicants for study programmes.

### 3. System for planning measures and activities

The summary of priorities in the areas of equal access, equal opportunities, non-discrimination, support for diversity and, specifically, gender issues has resulted in the creation of a Gender Equality Plan (GEP) for the period 2024-2027. Its main objective is to support the formulation and development of a high-quality personnel policy and care for employees in the context of equal opportunities, which will be a mandatory element from 2022, for example, within the Horizon Europe subsidy and development programme<sup>1</sup> and others.

The Gender Equality Plan (GEP) prepared by NEWTON University for the period 2024 to 2027 contains six priority areas, specifically:

1. Organisational culture
2. Gender balance in management and decision-making
3. Gender equality in recruitment and career advancement
4. Reconciling work and family/personal life
5. Gender dimension in creative activities, science and research
6. Measures against gender-based violence, including sexual harassment

Each priority area will always be defined by a uniformly designed list of information and structure, namely:

- WHY the priority is important
- WHAT NEWTON University is already implementing in this area
- Plan for new measures and activities

Within each priority area, the following will always be mentioned: measures, activities, indicator/output, target group, responsibility, resources and implementation deadline.

NEWTON University is already active in a number of the priorities and areas of interest set out, which is subsequently reflected in the form and structure of the proposed activities and measures (see below).

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<sup>1</sup> **Horizon Europe** has introduced a new eligibility condition for applicants from public institutions, research organisations, universities and higher education institutions. From 2022, all such applicants must have a gender equality plan in place to help achieve sustainable change at institutional level. Available here: <https://www.horizontevropa.cz/cs>

#### **4. Implementation, evaluation and ongoing monitoring**

The Gender Equality Plan (GEP) was developed by an internal working group for equal opportunities and diversity support (Equality & Diversity Coordination Team), which is made up of representatives from various levels, units and departments of the University and, given the importance of its existence, functioning and outputs, is led by the Chancellor of NEWTON University herself. The same working group will also monitor the implementation of the plan, produce evaluation reports on its implementation, and initiate and prepare any updates to the plan.

Given her professional experience, the Chancellor of NEWTON University, Anna Plechatá Krausová, DPhil, is the expert guarantor of the working group's activities. The coordinator of the plan's creation, its updates and the creation of evaluation reports is the vice-chancellor for quality management, Ing. Milan Lindner, Ph.D., who is also the chairman of the Internal Evaluation Council of NEWTON University.

NEWTON University students are also an important part of the community, so the planned measures and activities will also focus on them, and they may also participate in the implementation of some of the planned activities (but they are not direct members of the working group).

The GEP is conceptually planned for the period 2024-2027. Given that this is a completely new systemic document, it is expected to be revised/updated after one to one and a half years of implementation. The evaluation and ongoing monitoring system will be set up on a regular annual basis in the form of an annual evaluation report on the implementation of the gender equality plan. This evaluation will be carried out for the first time in August or September 2025, then in September 2026 and then at the end of 2027.

The procedures for implementing individual activities will be monitored, evaluated and checked by persons authorised to be responsible for the implementation of the GEP in cooperation with persons responsible for the fulfilment of individual objectives.

In order to fulfil the objectives and targets of the Gender Equality Plan (GEP), new internal standards will be issued, or existing ones will be amended and updated, as necessary. Monitoring activities (e.g. online questionnaire surveys), supporting educational and development activities in both face-to-face and online formats, etc. are also planned.

## 5. Action Plan for 2024-2027

### 5.1 Organisational culture

#### Why is this priority area important?

Organisational culture is a broad conglomerate of values, principles, approaches, ideas, social, ethical and other aspects within an organisation, which is further influenced by its vision, mission, strategy, strategic goals and a number of other factors. Organisational culture creates a framework for mutual contacts, cooperation and relationships between employees on both a horizontal and vertical level.

Key elements of organisational culture include the quality of mutual communication, building and maintaining good interpersonal relationships, openness, transparency and, last but not least, supporting equal opportunities in all its various forms and meanings (gender equality, non-discrimination on the grounds of age, intercultural relations, etc.).

NEWTON University purposefully and strictly promotes and supports the principles of non-discrimination, equal treatment and equal opportunities, both directly and through the implementation of indirect steps, measures and tools.

#### Activities already implemented within this priority area: (support and development of existing measures)

Current measures	
<b>1. Keeping gender statistics</b> on female and male employees at NEWTON University	
<b>Activity/description of action</b>	Ongoing mapping and keeping gender statistics
<b>Indicator/output</b>	Information in the NEWTON University Annual Report
<b>Target group</b>	Employees, the public
<b>Responsibility</b>	Chancellor's Office with the support of the Human Resources Department
<b>Sources</b>	Internal resources
<b>Deadline</b>	2nd quarter of 2024 (Q2/2024) as part of the Annual Report for 2023 Subsequent regular annual updates (always in Q2 of each year)
<b>2. Keeping gender statistics</b> on students, applicants and graduates of NEWTON University	
<b>Activity/description of action</b>	Ongoing mapping and keeping of gender statistics
<b>Indicator/output</b>	Information in the NEWTON University Annual Report
<b>Target group</b>	Students, employees, the general public
<b>Responsibility</b>	Chancellor's Office with the support of the Human Resources Department
<b>Sources</b>	Internal resources
<b>Deadline</b>	Q2/2024 as part of the Annual Report for 2023 Subsequent regular annual updates (always in Q2 of each year)

**Plan for new measures and activities:**

New measures/objectives	
<b>3a. Declaration of support for equal opportunities</b> during the employment relationship with NEWTON University	
<b>Activity/description of action</b>	Implementation of equal opportunities support within the newly created support document Life Situations Manual
<b>Indicator/output</b>	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.
<b>Target group</b>	Employees
<b>Responsibility</b>	Equality & Diversity Coordination Team in cooperation with the Human Resources and Legal Departments
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2025
<b>3b. Declaration of support for equal opportunities</b> in the form of a public commitment to equal opportunities and raising awareness and understanding of gender equality issues	
<b>Activity/description of action</b>	The next stage of promoting equal opportunities through the newly created NEWTON University website, including a revision of the existing code of ethics; creation of a thematic section (special tab) dedicated to equal opportunities.
<b>Indicator/output</b>	Articles/advice on equal opportunities will be posted on the new NEWTON University website in a tab (subpage) labelled Equal Opportunities.
<b>Target group</b>	Employees, students, the general public
<b>Responsibility</b>	Equality & Diversity Coordination Team
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q1/2026
<b>4. Setting up an evaluation system</b> to ensure transparency in the context of equal pay	
<b>Activity/description of action</b>	Update the methodology for conducting appraisal interviews.
<b>Indicator/output</b>	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.
<b>Target group</b>	Managers
<b>Responsibility</b>	Equality & Diversity Coordination Team in cooperation with the Human Resources Department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2026

<b>5. Mapping gender (in)equality in remuneration for comparable positions</b>	
<b>Activity/description</b>	Conduct a remuneration analysis (for internal purposes) from the perspective of gender equality using a suitable analytical tool.
<b>Indicator/output</b>	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.
<b>Target group</b>	Employees
<b>Responsibility</b>	Management of NEWTON University; implemented by the Human Resources Department
<b>Sources</b>	Internal sources
<b>Deadline</b>	Q3/2024; subsequently repeated on an annual basis

<b>6a. Creation and implementation of an employee adaptation system</b>	
<b>Activity/description of action</b>	Set up and implement an adaptation system, including its inclusion in the newly created Life Situations Manual
<b>Indicator/output</b>	Section dedicated to employee adaptation in the newly created Life Situations Manual
<b>Target group</b>	New employees Employees in managerial positions who are responsible for the adaptation process of their subordinates
<b>Responsibility</b>	Human Resources Department in cooperation with the Equality & Diversity Coordination Team
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2025

<b>6b. Creation and implementation of induction (adaptation) training for new employees</b>	
<b>Activity/description of action</b>	Creation of an induction training presentation for new employees
<b>Indicator/output</b>	Presentation of the adaptation process during the annual preparatory period, which will include all key information for new arrivals and support for equal treatment.
<b>Target group</b>	New employees Managers in positions responsible for the adaptation process of their subordinates
<b>Responsibility</b>	Human Resources Department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2025

<b>7. Streamlining internal communication with the aim of presenting all news and activities within the organisational culture, in the context of equal opportunities/diversity</b>	
<b>Activity/description of action</b>	Effective and comprehensible form of information about news and innovations in the context of equal opportunities within NEWTON University
<b>Indicator/output</b>	Creation of PR articles presenting specific facts related to the promotion of equal opportunities, diversity, etc. within 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.
<b>Target group</b>	Employees, job applicants Students and applicants The general public
<b>Responsibility</b>	PR department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Ongoing in connection with the implementation of individual GEP measures

<b>8. Mapping equal opportunities and social responsibility within NEWTON University</b>	
<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	Implementation of a gender audit, final report from the gender audit, including relevant findings and recommendations in all key areas. Presentation of the audit results to all employees.
<b>Target group</b>	Employees
<b>Responsibility</b>	Equality & Diversity Coordination Team
<b>Resources</b>	Grant programmes, partly also internal resources
<b>Deadline</b>	(intention) Q4/2026

## 5.2 Gender balance in management and decision-making

### Why is this priority area important?

The trend in modern human resources is to promote diversity and effective cooperation between employees of different ages, genders, nationalities, and other characteristics. People from different age groups, with different experiences and diverse perspectives on the activities carried out, who are able to cooperate functionally, significantly enrich, support and complement each other.

Organisations that support diversity in practice tend to make much better use of the human potential of all individual groups of their employees. Gender (as well as age and intercultural) balance in management and decision-making is also very important. Diversity in leadership positions is beneficial from the perspective of the overall internal organisational culture, stimulating innovation and creativity, increasing resilience, strengthening the internal cohesion of the organisation, creating new opportunities, opening up new possibilities and strengthening internal potential.

NEWTON University promotes diversity, equal access and equal opportunities at all levels and in all areas of its activities, including, for example, the provision of key educational and creative activities (making studies accessible to foreigners, students with specific educational needs, supporting internationalisation in creative activities, etc.). NEWTON University places particular emphasis on gender balance and a diverse approach to management and decision-making at all levels of management and promotes the principles of a balanced approach to the representation of women and men in management and decision-making positions.

### Activities already implemented within the priority area: (support and development of existing measures)

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

**Plan for new measures and activities**

<b>New measures/objectives</b>
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<b>10. Raising awareness and knowledge about equal opportunities and gender equality issues</b>
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<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	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.
<b>Target group</b>	Employees, Students
<b>Responsibility</b>	PR department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2025 – Q4/2026

<b>11. Support for senior employees in the area of equal opportunities</b> with the aim of developing and streamlining managerial skills in people management in the context of equal opportunities.
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<b>Activity/description of action</b>	Implementation of an educational workshop on the topic of "Authentic Leadership".
<b>Indicator/output</b>	Workshop held or e-learning version of this workshop created and published internally.
<b>Target group</b>	All managers and employees
<b>Responsibility</b>	Equality & Diversity Coordination Team (implemented in collaboration with experts in the field)
<b>Resources</b>	Internal resources or project resources
<b>Deadline</b>	Q2 - Q3/2026

### 5.3 Gender equality in recruitment and career advancement

#### Why is this priority area important?

The acquisition, recruitment, selection and subsequent hiring, adaptation and further development of employees must always be based on transparency, non-discrimination (gender, but also age, for example) and respect for the rules of equal opportunities in general. The individual processes related to the above-mentioned human resource management processes must also be adequately documented and organised.

The imaginary starting line is the process of attracting the interest of potential job applicants, where it is crucial to comply with all equal opportunity principles, including, for example, gender-correct addressing of applicants (choice of gender-correct language, but also, for example, forms of graphic design, etc.).

Any advertising activities, as well as subsequent communication (whether written, verbal, by telephone, etc.) with job applicants, must also be conducted in gender-neutral language with a clear message regarding the complete equality of women and men. Those responsible for preparing and implementing recruitment processes must be adequately trained in equal opportunities, non-discriminatory conduct and behaviour, and must be able to apply the knowledge they have acquired in practice in their day-to-day contact with job applicants.

It is equally important to respect the principles of equal opportunities and non-discrimination throughout the entire adaptation process and training of new employees, the correct and effective implementation of which contributes not only to smooth professional training, but also to the integration of new colleagues into existing work teams and the entire staff of NEWTON University.

The same principles must also be respected in all other human resource management processes, in particular in the evaluation, remuneration and motivation of employees, their training and development, succession planning and career management, etc.

NEWTON University is prepared to continue promoting the principles and approaches of non-discrimination and ensuring equal opportunities in all individual personnel processes, particularly in the recruitment of new employees, their subsequent adaptation to the new working environment, evaluation and remuneration, as well as education, professional and personal development, and career development.

**Activities already implemented within this priority area:  
(support and development of existing measures)**

Current measures	
<b>12. Support for a transparent process of recruitment, selection and hiring of new employees and a declaration of equal and non-discriminatory treatment.</b>	
<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	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.
<b>Target group</b>	Job applicants, the general public Managers and employees conducting selection procedures
<b>Responsibility</b>	Human Resources Department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q1/2024

**Plan for new measures and activities**

New measures/objectives	
<b>13. Implementation of equal treatment and gender equality in recruitment with the aim of promoting gender diversity.</b>	
<b>Activity/description of action</b>	Add a provision on the social responsibility of employers promoting equal opportunities and diversity to the Job Opportunities section of the NEWTON University website.
<b>Indicator/output</b>	Updated Job Opportunities section supplemented with information declaring equal opportunities and opposing any form of discrimination, in particular discrimination based on gender or age.
<b>Target group</b>	Job applicants Students The general public
<b>Responsibility</b>	PR department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2024

## 5.4 Work-life balance

### Why is this priority area important?

Activities that support work-life balance are often perceived by employees as one of the key employee benefits and are also a strong motivating factor. For employers who are actively involved in work-life balance, it is often an important part of the organisational culture of the entity itself. Such organisations identify and subsequently strive to meet the needs of their employees related to their private family and personal lives, adapting working conditions to these needs, thereby increasing their retention and workforce stability.

Measures to support the reconciliation of work and family/personal life cover a wide range of activities of various kinds. These typically include flexible forms of work (flexible working hours, reduced working hours, job sharing, etc.), benefits directly aimed at supporting families and personal interests (longer holidays, contributions to family recreation, children's camps, etc.), but also, for example, internal organisational policies governing maternity or parental leave, communication with employees who are temporarily on maternity or parental leave, and their return to work.

NEWTON University has long been committed to actively supporting the reconciliation of work and family/personal life, in particular by introducing flexible working hours, part-time work and working from home (home office). Other activities include targeted support for an open and friendly working environment and working relationships, which is also reflected in a range of non-work activities aimed at team and group cohesion, an "open door" policy with the possibility of meeting and consulting with anyone from any level of the organisation's management and individual organisational units, opportunities for self-development, etc. NEWTON University also has an internal counselling centre focused on supporting a healthy social climate, mental health care, stress management, work-life balance, burnout prevention, etc. The range of activities on offer also includes coaching support programmes for managers at all levels of management.

The aim of NEWTON University is not only to maintain but also to actively develop the area of support for work-life balance, as this is one of the key trends for the future effective development of working with people in the workplace in general.

**Activities already implemented within this priority area:  
(support and development of existing measures)**

<b>Current measures</b>	
<b>14. Support for flexible forms of work</b> with the aim of continuing to support the reconciliation of work and family/personal life for employees	
<b>Activity/description of action</b>	NEWTON University will continue to offer part-time work and working from home for employees who are caring for others and balancing their work and family/personal lives.
<b>Indicator/output</b>	Adequately set internal personnel processes Existing document on remote working agreements
<b>Target group</b>	Employees
<b>Responsibility</b>	Human resources department
<b>Resources</b>	Internal resources
<b>Term</b>	Ongoing throughout the entire period under review, i.e. 2024–2027
<b>15. Support for work-life balance</b> with the aim of providing education and awareness to all target groups within NEWTON University, with an emphasis on prevention	
<b>Activity/description of action</b>	Lectures/workshops focused on the prevention of health problems, meetings with experts focused on mental health care, stress management, work-life balance, etc.
<b>Indicator/output</b>	Lectures/workshops on relevant topics Output materials for these workshops Repetition or implementation of new workshops according to identified needs
<b>Target group</b>	Employees Students
<b>Responsibility</b>	Human Resources Department
<b>Resources</b>	Internal resources
<b>Term</b>	Ongoing throughout the entire period under review, i.e. 2024–2027

**Plan for new measures and activities**

<b>New measures/objectives</b>
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<b>16. Development of support for work-life balance for employees caring for third parties (children, close relatives requiring care)</b>
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<b>Activity/description of action</b>	Setting up and implementing a system to support work-life balance, including its inclusion in the newly created Life Situations Manual
<b>Indicator/output</b>	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
<b>Target group</b>	Employees
<b>Responsibility</b>	Human Resources Department Equality & Diversity Coordination Team with the support of the Human Resources Department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2025

<b>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.</b>
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<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	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
<b>Target group</b>	Female employees on maternity leave Employees on parental leave Female managers and employees
<b>Responsibility</b>	Human Resources Department Equality & Diversity Coordination Team with support from the Human Resources Department
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q1/2026

## 5.5 Integrating the gender dimension into educational content

### Why is this priority area important?

Support for the integration of the gender dimension into research content is part of the European Commission's strategy for gender equality in research and innovation and falls under one of the six priorities of the European Research Area. Assessing the relevance of the gender dimension is a standard part of project proposals in the Horizon 2020 programme. The gender dimension in the content of creative activities and research must always be taken into account when the subject of research is human beings, when data on human beings or biological material is being processed, or when the results of research are to be used by human beings or have any impact on them.

Reflecting on possible physical differences or possible differences in the experiences, perspectives and needs of women and men (gender) always makes sense when people are the subjects of research, the users of research results or innovations, or when research results may have an impact on their lives. Taking the gender dimension into account is a relevant aspect of research quality, enabling the maximisation of the use of its results and benefits.

NEWTON University will integrate the gender dimension into creative activities, research content and innovation. It will strive to promote and integrate the gender dimension, in particular through gender-balanced research teams. NEWTON University will continue to support and develop awareness of the gender dimension in creative activities, research and teaching, popularise research results achieved by both women and men, and support research that takes gender issues into account.

### Activities already implemented within this priority area: (support and development of existing measures)

Current measures	
<b>18. Awareness-raising on the gender dimension</b> with the aim of informing about the importance and benefits of integrating gender into research and education	
<b>Activity/description of the event</b>	Information on this topic, possibilities for integrating the gender dimension into research work, and examples of good practice.
<b>Indicator/output</b>	Students learn about gender aspects, e.g. in relation to coping with stress and stressful situations or improving their mental abilities and cognitive functions.
<b>Target group</b>	Academic staff Students
<b>Responsibility</b>	Specialised centres, heads of specialised centres
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q3/2024

## Plan for new measures and activities

New measures/objectives	
<b>19. Raising awareness of the gender dimension in research and teaching</b> with the aim of informing about the importance and benefits of integrating gender into science, research and education	
<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	Handbook for the implementation and subsequent evaluation of the implementation of the gender dimension in research and teaching
<b>Target group</b>	Academic staff, research staff Other employees Students
<b>Responsibility</b>	Specialised centres, heads of specialised centres
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q2/2026
<b>20. Support for the integration of the gender dimension into research and educational activities</b> with the aim of training and popularising this topic	
<b>Activity/description</b>	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.
<b>Indicator/output</b>	Workshop on "Gender in science, research and education" held Making background materials on this topic available
<b>Target group</b>	Specialised centres, heads of specialised centres
<b>Responsibility</b>	Equality & Diversity Coordination Team
<b>Resources</b>	Internal resources Grant programmes
<b>Term</b>	Q2/2026 – Q3/2027
<b>21. Ensuring equal access to projects in creative activities, science and research and in their evaluation,</b> with the aim of taking gender into account throughout the entire project implementation process	
<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	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
<b>Target group</b>	Employees of the Science and Research Department Senior employees Employees Students
<b>Responsibility</b>	Heads of specialist centres
<b>Resources</b>	Internal resources Grant titles, project resources
<b>Deadline</b>	Q3/2026

## 5.6 Measures against gender-based violence, including sexual harassment

### Why is this priority area important?

From the perspective of equal opportunities policy, it is important to maintain a level of dignity in the employer's that contributes to the creation of an inclusive environment in which there is no room for bullying or discriminatory behaviour. According to the Labour Code, employers are obliged to ensure equal treatment of all employees in terms of their working conditions; any discrimination in labour relations is prohibited. It is advisable to establish anti-discrimination measures, with internal regulations explaining the concept of discriminatory behaviour and containing rules for filing and handling complaints and sanctions for unacceptable behaviour.

It is also advisable to designate a person to whom all employees can turn with complaints about discriminatory behaviour, sexual harassment and other unacceptable types of behaviour and conduct in the workplace. Adequate awareness-raising and education of managers and rank-and-file employees remains very important in this area. Managers and employees should be trained in the subject of discriminatory and harassing behaviour (including so-called micro-discrimination or indirect or covert harassing behaviour) and conduct so that the identification of these problems and the ability to resolve them becomes an integral part of their managerial skills. They are the key figures in applying the principles of equal treatment and equal opportunities in everyday practice.

NEWTON University already openly promotes the principles of equal treatment and equal opportunities and actively opposes all forms of discrimination. It publicly presents its values, which include respect and openness, adheres to rules of ethical conduct and strives for high standards of ethical behaviour.

### Activities already implemented within this priority area: (support and development of existing measures)

Current measures	
<b>22. Support for a safe environment at NNTB</b>	
<b>Activity/description of action</b>	NEWTON University will continue to use whistleblowing software called NNTB (Don't let it be!).
<b>Indicator/output</b>	Use and evaluation of the NNTB software system
<b>Target group</b>	Employees
<b>Responsibility</b>	Equality & Diversity Coordination Team
<b>Resources</b>	Internal resources
<b>Timeframe</b>	Ongoing throughout the entire period under review, i.e. 2024–2027

## Plan for new measures and activities

### New measures/objectives

**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

<b>Activity/description of action</b>	Organisation of workshops, seminars and discussions on discrimination and anti-discrimination, sexual harassment, mobbing and bossing.
<b>Indicator/output</b>	Workshops and seminars held, including their corresponding promotion. E-learning course created on this topic, video materials
<b>Target group</b>	Employees, Students
<b>Responsibility</b>	Equality & Diversity Coordination Team Marketing Department
<b>Resources</b>	Internal resources
<b>Timeframe</b>	From Q4/2024 onwards, continuously until the end of the period, i.e. until 2027

**24. Monitoring of the NEWTON University environment** with the aim of continuously mapping the working environment and obtaining feedback from employees and students

<b>Activity/description</b>	Monitoring (mapping) the satisfaction and needs of employees and students, including questions about possible encounters with discrimination or sexual harassment.
<b>Indicator/output</b>	Regular monitoring (in the form of an online questionnaire survey).
<b>Target group</b>	Employees, Students
<b>Responsibility</b>	Equality & Diversity Coordination Team in cooperation with other departments
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q1/2025 and thereafter on a regular annual basis

**25. Raising awareness about equal opportunities and discrimination**, providing guidance on how to proceed in cases of discrimination or sexual harassment

<b>Activity/description of action</b>	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.
<b>Indicator/output</b>	Completed Anti-Discrimination Manual
<b>Target group</b>	Employees, Students
<b>Responsibility</b>	Equality & Diversity Coordination Team in cooperation with other departments
<b>Resources</b>	Internal resources
<b>Deadline</b>	Q1/2026

**26. Mapping the process, formulating and subsequently implementing appropriate recommendations and measures in the area of equal opportunities at NEWTON University**

<b>Activity/description of action</b>	Conducting a gender re-audit to map the progress of NEWTON University as an employer in the area of equal opportunities and gender issues.
<b>Indicator/output</b>	Gender re-audit carried out Presentation of results to employees
<b>Target group</b>	Employees
<b>Responsibility</b>	Equality & Diversity Coordination Team
<b>Resources</b>	Grant programmes
<b>Deadline</b>	(intention) Q4/2027 (or possibly 2028 - 2029)