



University of New York in Prague

GENDER EQUALITY PLAN

July 2025

Executive Summary

The University of New York in Prague (UNYP) reaffirms its commitment to gender equality through this comprehensive Gender Equality Plan (GEP). Rooted in European frameworks and ethical standards, the plan sets forth actionable measures across all areas of academic and administrative life. Key objectives include increasing female representation in academia, promoting work-life balance, eliminating bias, and fostering inclusive career development. The plan outlines specific actions in recruitment, training, research, and institutional culture, supported by data collection, regular audits, and public reporting. A dedicated Gender Equality Committee will oversee implementation, engage stakeholders, and ensure the university remains a safe, equitable, and empowering environment for all.

UNYP GENDER EQUALITY PLAN

Achieving gender equality in all facets of academic and administrative operations is one of the key priorities of the University of New York in Prague (UNYP) in the medium-term future. UNYP is dedicated to creating a gender-balanced environment, ensuring equal opportunities for all members of our community. In accordance with sections C4. Discrimination and Harassment and C5. Extremism and Radicalization of the [UNYP Policies](#), and adhering to and applying the principles of the European Charter for Researchers, the Code of Ethics for the Recruitment and Selection of Researchers and Academic Staff in Science, Research, Innovation and Other Creative and General Intellectual Activities, and the European Commission's Gender Equality Strategy, UNYP is dedicated to creating an equitable and inclusive environment for all members of our academic community. Through this Gender Equality Plan and its implementation, UNYP aims to achieve significant progress in promoting gender equality in research and academia. This plan will help ensure that our university remains a place where everyone can thrive and contribute to our shared goals.

Objectives

- **Increase Female Representation:** Strive to enhance the representation of women in research and academic positions, ensure that women have equal opportunities to contribute to and lead in these fields;
- **Promote Work-Life Balance:** Implement policies that support a healthy work-life balance, recognizing the diverse responsibilities of staff and students;
- **Eliminate Gender Bias and Micro-aggressions:** Address and mitigate gender biases and micro-aggressions in recruitment, promotion, and evaluation processes to ensure fairness and equality;
- **Support Career Development:** Provide equal opportunities for professional growth and development for all genders, fostering an inclusive academic environment.

Key Actions and Measures

- **Data Collection and Monitoring**

Regular Audits:

- Conduct comprehensive annual audits to assess gender representation across all departments and levels within the university.
- Analyze data to identify trends, gaps, and areas needing improvement.

Survey Feedback:

- Implement anonymous surveys to gather insights on gender-related experiences and issues within the university community.
- Use survey results to inform and refine gender equality initiatives.

Public Reporting:

- Publish an annual report detailing gender equality statistics, progress, and ongoing challenges.
- Ensure transparency and accountability by making the report accessible to the entire university community.

B. Recruitment and Career Advancement

Bias-Free Recruitment:

- Develop and implement recruitment processes that are explicitly designed to be free from gender bias.
- Use gender-neutral language in job advertisements and ensure diverse representation on hiring committees.

Mentorship Programs:

- Establish mentorship programs that pair junior female researchers and academics with experienced mentors.
- Provide guidance, support, and networking opportunities to help mentees advance in their careers.

Transparent Promotion Criteria:

- Develop clear, gender-neutral criteria for promotions and career advancements.
- Communicate these criteria widely to ensure all staff are aware of the pathways to advancement.

C. Work-Life Balance

Flexible Working Hours:

- Maintain flexible working hours and remote work options to accommodate diverse personal and family needs.
- Encourage departments to support flexible arrangements where feasible.

Parental Leave:

- Offer equitable parental leave policies for both men and women.
- Ensure that all staff are aware of and can easily access these benefits.

Support Services:

- Explore partnerships with local childcare providers to offer discounts or priority placement for university staff.

D. Training and Awareness

Gender Sensitivity Training:

- Implement mandatory gender sensitivity and unconscious bias training for all staff and faculty.
- Ensure training is comprehensive, engaging, and regularly updated.

Workshops and Seminars:

- Organize regular workshops and seminars on gender equality, addressing both theoretical and practical aspects.
- Invite experts and practitioners to share best practices and insights.

Inclusive Culture:

- Promote an inclusive culture through regular communication, events, and awareness campaigns.
- Highlight the importance of gender equality in all university communications.

Measures against gender-based violence and sexually motivated harassment:

- UNYP clearly opposes any forms of human rights violations, including gender-based violence, sexual harassment and discrimination, and consistently implements a zero-tolerance policy towards such forms of behavior.
- UNYP is committed to the implementation of robust measures, including comprehensive policies, regular training, and accessible support services, ensuring that everyone at UNYP can study and work in a secure and respectful atmosphere.

E. Research and Collaboration

Inclusive Research Teams:

- Encourage the formation of gender-diverse research teams to foster diverse perspectives and innovation.

- Recognize and reward teams that demonstrate commitment to gender diversity.

Funding and Support:

- Provide funding and resources for research projects that focus on gender studies and equality.
- Promote interdisciplinary research that addresses gender-related issues.

International Collaboration:

- Partner with international institutions to promote gender equality in research globally.
- Participate in international conferences and networks focused on gender equality.

Implementation and Review

- **Gender Equality Committee:**
 - Establish a dedicated Gender Equality Committee responsible for implementing and monitoring the plan.
 - Include representatives from various departments and levels within the university.
- **Regular Reviews:**
 - Conduct bi-annual reviews of the Gender Equality Plan to assess progress and identify areas for improvement.
 - Adjust the plan as needed based on feedback and changing circumstances.
- **Stakeholder Engagement:**
 - Engage with stakeholders, including students, faculty, and external partners, to gather input and feedback on gender equality initiatives.
 - Foster a collaborative approach to implementing and refining the plan.

Approval and Publication

This Gender Equality Plan has been reviewed and endorsed by UNYP leadership and reflects our institutional commitment to fostering an inclusive, safe, and equitable academic environment. The plan will be reviewed regularly to ensure continued alignment with best practices, legal requirements, and the evolving needs of our university community.

Approved by:

Andreas Antonopoulos, Ph.D.

Rector, University of New York in Prague

Date:

Signature: