UNIVERSITY OF PARDUBICE
SUSTAINABLE DEVELOPMENT STRATEGY
2025-2030

Contents

FUNDAMENTAL FRAMEWORK OF THE UPCE SUSTAINABLE DEVELOPMENT STRATEGY

The Sustainable Development Strategy of the University of Pardubice (hereinafter referred to as "the University" or "UPCE") defines the basic concept of incorporating sustainable development principles into the University's processes. This strategy aims to guide the institution's development through 2030 by recognising its responsibilities to its environment and leveraging its potential to contribute to global, national, and regional sustainability goals. The strategy aligns with the University's mission, vision, and values, fostering the integration of sustainable development principles into its processes.

The fundamental framework of the UPCE Sustainable Development Strategy is linked to the globally adopted Sustainable Development Goals (SDGs[1]), endorsed by the United Nations as part of the 2015-2030 development agenda, known as the "2030 Agenda"[2]. At the international level, the strategy draws upon the Green Deal for Europe, addressing the urgent need to transition to carbon neutrality. At the national level, it is based on the Strategic Framework Czech Republic 2030[3] and on the recommendations of the Centralised Development Project for Czech Public HEIs in relation to sustainable development, the so-called UNILEAD 2. Institutionally, the strategy is grounded in the Strategic Plan of the University of Pardubice for the period from 2021 and its updates[4], as well as the HR Development Strategy of the University of Pardubice[5]. Within this context, the UPCE Sustainable Development Strategy establishes the University's vision, mission, and sustainability goals, organised into six fundamental pillars.

---

[1] Take Action for the Sustainable Development Goals - United Nations Sustainable Development
[2] Agenda 2030 - in English
[3] Updated Strategic Framework Czech Republic 2030 with a view to 2050
[4] 21+ Strategy and Implementation
[5] HR Development Strategy of the University of Pardubice_www_197464.pdf

MISSION AND VISION OF THE UNIVERSITY OF PARDUBICE FOR SUSTAINABLE DEVELOPMENT

The University's mission in the field of sustainable development is to contribute to a sustainable future for society, the University, and its academic community through quality education, internationally recognised research, strategic partnerships, and a responsible approach to its operations.

The UPCE Sustainable Development Strategy is based on the vision of sustainable development of UPCE, which has integrated the principles of sustainable development into its educational, research, and other creative and operational activities. It seeks to enhance its social, environmental, and economic profile, create a safer place for living and working, and establish itself as a respected centre of education and research. The University aspires to become a regional leader and a strong partner in sustainable development, both nationally and internationally.

INSTITUTIONALISATION OF SUSTAINABLE DEVELOPMENT

To institutionalise sustainable development, responsibilities for achieving the goals in the different pillars of the Sustainable Development Strategy will be incorporated into the University's governance structures. Regular strategic reviews will provide the University Executive Board with up-to-date information for revising the long-term goals of the UPCE Sustainable Development Strategy.

Senior staff at all levels of management at the University of Pardubice are to be acquainted with the Sustainable Development Strategy of UPCE and actively engaged in discussions about the University's potential to implement measures contributing to the achievement of goals within their respective areas of responsibility. All UPCE staff are expected to have a foundational understanding of sustainability and its implications for their work. Similarly, students at UPCE are to acquire such knowledge through education that fosters critical thinking and open dialogue.

The goals of this strategy will be incorporated into the Strategic Plan of UPCE and the strategic plans of individual faculties. The Sustainable Development Strategy of UPCE will be followed by an Action Plan for Sustainable Development of UPCE, which will detail specific measures, set concrete objectives, timelines, indicators, and funding methods to ensure the adoption of cost-effective solutions in alignment with the UPCE budget.

SUSTAINABLE DEVELOPMENT STRATEGY OF THE UNIVERSITY OF PARDUBICE IN THE CONTEXT OF IMPLEMENTING THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The integration of sustainable development will be implemented across all processes at the University of Pardubice, with the capacity to contribute to the achievement of the current international Sustainable Development Goals (SDGs). This approach will similarly reflect future goals, whether newly defined or revised, taking into account the future state of society and the environment, thereby ensuring sustainable development.

UPCE's primary roles position it to significantly contribute to achieving SDG 4: Quality Education, by ensuring literacy in sustainable development for all students, particularly SDG 4.7. By fulfilling its role as a research institution and through its third mission, UPCE can – and already does – contribute to the achievement of various SDGs through excellent research and creative activities across all its faculties, encompassing both technical and humanities disciplines. These include SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth, SDG 9: Industry, Innovation, and Infrastructure, and SDG 12: Responsible Consumption and Production. Furthermore, through education, research, and the provision of social security for all members of the academic community, UPCE contributes to SDG 5: Gender Equality. In its operational management, it can also support goals such as SDG 7: Affordable and Clean Energy, SDG 11: Sustainable Cities and Communities, and SDG 13: Climate Action.

The goals of the UPCE Sustainable Development Strategy are organised into six foundational pillars. The first pillar defines the establishment of a sustainable development management system at UPCE. In alignment with the University's three primary roles, pillars 2, 3, and 4 focus on specific areas: Pillar 2 addresses education, Pillar 3 focuses on scientific, research, and creative activities, and Pillar 4 emphasises the University's third mission and partnerships. The sustainable development of UPCE's operations forms the focus of Pillar 5, while the provision of a socially secure environment is addressed in Pillar 6. Each pillar includes primary and subsidiary goals.

The Sustainable Development Strategy of the University of Pardubice outlines the University's direction toward a more sustainable future. Achieving the defined sustainable development goals will depend on the active engagement of all members of the University of Pardubice community. At the same time, it will form the foundation of a culture in which students will live during their studies and shape their future roles in society.

The key elements in preparing this document included a review of the Strategic Plan of the University of Pardubice as well as a range of other University documents, discussions within inter-faculty groups, meetings with students, heads of operational departments, University Executive Board, and external representatives of local community stakeholders and partners from Czech and international universities.

16 November 2024

Ing. Simona Munzarová, Ph.D.

UPCE Sustainable Development Strategy Coordinator

OVERVIEW OF THE MAIN PILLARS AND INDIVIDUAL GOALS OF THE SUSTAINABLE DEVELOPMENT STRATEGY OF THE UNIVERSITY OF PARDUBICE

PILLAR 1: SUSTAINABLE DEVELOPMENT MANAGEMENT SYSTEM

1.1 Goal: Managing the processes of the University of Pardubice to promote sustainable development

   1.1.1   Sub-goal: Aligning the Sustainable Development Strategy of the University of Pardubice with other University strategies, setting goals, indicators, monitoring, responsibilities, and regular updates

   1.1.2   Sub-goal: Transparent communication and regular publication of information on the University's activities and approaches to sustainable development internally and externally

   1.1.3   Sub-goal: Integration and support for a new unit within the structure of the University of Pardubice – the Centre for Sustainable Development of the University of Pardubice

   1.1.4   Sub-goal: Securing funding for sustainable development activities at the University of Pardubice

   1.1.5   Sub-goal: Establishing procedures for responsible procurement at the University of Pardubice

PILLAR 2: EDUCATION

2.1 Goal: Integration of sustainability education into all study programmes at the University of Pardubice

   2.1.1   Sub-goal: Mapping the integration of sustainability topics in education at the University of Pardubice

   2.1.2   Sub-goal: Ensuring education on sustainability topics in all study programmes at the University of Pardubice

   2.1.3   Sub-goal: Integrating sustainability topics into the education offered to students, staff, and the public as part of lifelong learning at the University of Pardubice

2.2 Goal: Creating long-term conditions for sustainable education and supporting students in their sustainability-related activities at the University of Pardubice

   2.2.1   Sub-goal: Ensuring conditions for sustainable education

   2.2.2   Sub-goal: Supporting students in activities aligned with sustainability principles

PILLAR 3: RESEARCH AND CREATIVE ACTIVITIES SUPPORTING SUSTAINABLE DEVELOPMENT

3.1 Goal: Conducting high-quality and respected research and creative activities at the University of Pardubice, with an emphasis on addressing current global and regional societal challenges

   3.1.1   Sub-goal: Supporting research and creative activities at the University of Pardubice in accordance with the principles of sustainable development

   3.1.2   Sub-goal: Supporting the transfer of research and creative activity outcomes from the University of Pardubice into practice, promoting sustainable development

PILLAR 4: THE UNIVERSITY'S THIRD MISSION, PARTNERSHIPS, AND INTERNATIONALISATION

4.1 Goal: Contributing to sustainable development through the University's third mission while enhancing its prestige

4.2 Goal: Strengthening the University of Pardubice's position as a strategic partner through collaboration, partnerships, and projects in sustainable development

   4.2.1   Sub-goal: Strengthen the University's strategic partnership role through regional collaboration, partnerships, and projects in sustainable development

   4.2.2   Sub-goal: Strengthen the University's strategic partnership role through national collaboration, partnerships, and projects in sustainable development

   4.2.3   Sub-goal: Strengthen the University's strategic partnership role through international collaboration, partnerships, and projects in sustainable development – enhancing internationalisation with sustainability elements

PILLAR 5: FACILITIES MANAGEMENT AND OPERATIONS

   AREA: ENERGY

5.1 Goal: Reducing energy consumption in University of Pardubice operations

   5.1.1   Sub-goal: Mapping the energy consumption of UPCE facilities

   5.1.2   Sub-goal: Continuously improving energy efficiency at UPCE

   AREA: REDUCING CARBON FOOTPRINT

5.2 Goal: Reducing the carbon footprint of the University of Pardubice

   5.2.1   Sub-goal: Determining the carbon footprint of UPCE

   5.2.2   Sub-goal: Reducing UPCE's carbon footprint in line with its financial capacity

   5.2.3   Sub-goal: Regular monitoring and reporting of UPCE's carbon footprint

5.3 Goal: Ensuring a safe environment for all, including the protection of individuals and property at the University of Pardubice

  5.3.1   Sub-goal: Analysing the current state of the safety system at the University of Pardubice

  5.3.2   Sub-goal: Long-term improvement and maintenance of the safety system at the University of Pardubice

5.4 Goal: Establishing a waste management system aligned with circular economy principles, increasing the proportion of sorted waste, and promoting sustainable resource management

5.5 Goal: Supporting and strengthening sustainable transportation for staff and students commuting to the University of Pardubice, as well as for business and study trips

  5.5.1   Sub-goal: Promoting sustainable transportation methods within the campus and for commuting to the University of Pardubice

  5.5.2   Sub-goal: Promoting sustainable transportation for business and study trips by staff and students

5.6 Goal: Ensuring sustainable catering practices at the University of Pardubice

5.7 Goal: Reducing water consumption and pollution, developing and protecting green spaces and biodiversity on the University of Pardubice campus, and adapting to climate change

  5.7.1   Sub-goal: Reducing water pollution and consumption at the University of Pardubice

  5.7.2   Sub-goal: Contributing to the decarbonisation of the built environment, biodiversity protection, and climate change adaptation through the development of green spaces at the University of Pardubice

5.8 Goal: Supporting the achievement of sustainable development goals through the digitalisation of processes at the University of Pardubice and optimising IT infrastructure development

  5.8.1   Sub-goal: Reducing energy consumption and contributing to sustainable development goals through optimised procurement and development of IT infrastructure

  5.8.2   Sub-goal: Reducing resource intensity and increasing process efficiency at the University of Pardubice through digitalisation

  5.8.3   Sub-goal: Building external partnerships through experience sharing in digitalisation implementation

  5.8.4   Sub-goal: Utilising artificial intelligence (AI) tools to support the sustainable development goals of the University of Pardubice

PILLAR 6: SOCIALLY SAFE ENVIRONMENT

6.1 Goal: Protecting rights and fostering a socially safe and stable working environment for all employees at the University of Pardubice

  6.1.1   Sub-goal: Strengthening and supporting a dignified, socially safe working environment for all employees, regardless of age, gender, disability, race, ethnic origin, religious beliefs, economic or other status, and ensuring equal pay for equal work

  6.1.2   Sub-goal: Supporting UPCE employees in crisis situations

  6.1.3   Sub-goal: Promoting employee well-being

6.2 Goal: Protecting student rights and supporting a safe and stable environment, ensuring no one is left behind by combating inequalities

6.3 Goal: Promoting charitable and volunteer activities among students and staff at the University of Pardubice

BASIS OF THE MAIN PILLARS OF THE SUSTAINABLE DEVELOPMENT STRATEGY OF THE UNIVERSITY OF PARDUBICE AND PROPOSED MEASURES FOR INDIVIDUAL GOALS

Pillar 1: Sustainable Development Management System

The University of Pardubice is currently integrating selected sustainable development principles into its processes. Sustainability is embedded in UPCE's vision, particularly in the following aspect: "fulfilling the third role of the university as an educational centre for lifelong learning for both professionals and the general public, with an emphasis on the challenges of sustainable development for society as a whole." In UPCE's strategic priorities, sustainable development is included in Priority 1: Competences for the 21st Century – Activity P1.6/A2; Priority 2: High-Quality and Respected Scientific Research and Creative Activities – Activity P2.5/A1; Priority 5: Our Shared Identity: A Long-standing Tradition, Seven Faculties, One Brand – Activity P5.1/A1.

This strategy sets out the mission, vision, and primary goals for sustainable development at UPCE, aiming to implement these principles in all processes both university-wide and across faculties and departments. It anticipates regular assessments of progress in meeting the goals outlined in each pillar of the Sustainable Development Strategy of UPCE and transparent communication of the results to stakeholders.

1.1 Goal: Managing the processes of the University of Pardubice to promote sustainable development

1.1.1 Sub-goal: Aligning the Sustainable Development Strategy of the University of Pardubice with other University strategies, setting goals, indicators, monitoring, responsibilities, and regular updates

- Preparing and implementing the UPCE Sustainable Development Strategy Action Plan.
- Incorporating the Sustainable Development Strategy into UPCE's Strategic Plan.
- Embedding the Sustainable Development Strategy in the strategic plans of UPCE faculties.
- Reviewing the Sustainable Development Strategy in 2027 based on progress monitoring.

1.1.2 Sub-goal: Transparent communication and regular publication of information on the University's activities and approaches to sustainable development internally and externally

- Ensuring communication of the Sustainable Development Strategy within and beyond UPCE.
- Establishing and coordinating procedures for regular monitoring of sustainable development goals and reporting on their implementation.
- Leveraging existing communication tools to share expertise, insights, and activities undertaken or planned by UPCE students, staff, alumni, partners, and others in the realm of sustainable development.

1.1.3 Sub-goal: Integration and support for a new unit within the structure of the University of Pardubice – the Centre for Sustainable Development of the University of Pardubice

- Supporting interfaculty collaboration among sustainable development experts through the Centre for Sustainable Development as an advisory and consulting body for UPCE internally and externally.
- Exploring funding opportunities for the Centre's activities.

1.1.4 Sub-goal: Securing funding for sustainable development activities at the University of Pardubice

- Identifying and applying for development programmes from the Ministry of Education, Youth, and Sports of the Czech Republic (MEYS), the National Recovery Plan, and UPCE's internal resources to support sustainable development activities.
- Exploring new funding options for projects, e.g., EU funds or MEYS programmes.

1.1.5 Sub-goal: Establishing procedures for responsible procurement at the University of Pardubice

- Ensuring responsible public procurement and purchasing at UPCE, including acquiring technologies, equipment, appliances, promotional items, etc., in line with the principles of sustainable development, circular economy, and responsible organisation.
- Incorporating requirements for suppliers to adhere to ethical and ecological standards.

Pillar 2: Education

Society as a whole, represented by policymakers at global and national forums, business managers, various organisations, and local community leaders, is increasingly focusing on sustainable development. The educational process at the University of Pardubice should ensure the development of knowledge, skills, competencies, and understanding of sustainability issues. It should foster critical thinking, the ability to engage in discussions on this topic, and the application of these skills in research, practice, or daily life. This will enable all students of UPCE programmes to contribute and succeed in this challenging environment. Incorporating sustainability topics into education has the potential to support strategic priorities set by the UPCE Strategic Plan, such as enhancing the international competitiveness and quality of study programmes and strengthening global competencies needed by students to thrive in the job market.

2.1 Goal: Integration of sustainability education into all study programmes at the University of Pardubice

2.1.1 Sub-goal: Mapping the integration of sustainability topics in education at the University of Pardubice

- Mapping and assessing the level of integration of sustainability topics into study programmes at all levels and forms of education, including the University of the Third Age (U3A) and lifelong learning programmes (LLL) at UPCE, with the aim of optimising the connection of teaching with sustainability topics across all study programmes.

2.1.2 Sub-goal: Ensuring education on sustainability topics in all study programmes at the University of Pardubice

- Enhancing students' competencies by incorporating sustainability topics into teaching, based on the results of the integration analysis. This includes supporting the further development of existing programmes specialised in sustainability, creating new programmes and courses, and linking existing courses with sustainability topics across all programmes.
- Supporting collaboration with sustainability experts from practice by involving them in the preparation of study programmes, workshops, excursions, expert lectures, and presentations of best practices in achieving sustainability goals.

2.1.3 Sub-goal: Integrating sustainability topics into the education offered to students, staff, and the public as part of lifelong learning at the University of Pardubice

- Expanding/supporting the range of lifelong learning courses and lectures on sustainability topics.
- Organising dedicated expert lectures or discussions on sustainability issues and solutions for staff, students, and the general public.
- Integrating sustainability topics into UPCE's educational and information systems for its staff and students (including mobility programmes).

- Expanding cooperation with secondary schools by incorporating sustainability topics into the offerings of popular science events, expert competitions, lectures, and workshops for teachers and students.

2.2 Goal: Creating long-term conditions for sustainable education and supporting students in their sustainability-related activities at the University of Pardubice

2.2.1 Sub-goal: Ensuring conditions for sustainable education

- Providing access to shared electronic teaching materials, videoconferencing technology for teaching, and distance (online) education methods, considering the type of teaching, course content, and protection of intellectual property rights.
- Supporting the use of e-learning and similar teaching methods while building the competencies of teaching staff in their use.
- Encouraging sustainable student and staff mobility.
- Ensuring a safe educational environment and equal opportunities.

2.2.2 Sub-goal: Supporting students in activities aligned with sustainability principles

- Supporting student organisations/activities focused on sustainability by engaging them in UPCE's community life.
- Organising student competitions for projects or final theses contributing to sustainability (campus or community).

Pillar 3: Research and Creative Activities Supporting Sustainable Development

Research and innovation are essential for ensuring sustainable development and building a resilient society and environment for the future. Society relies on innovations of diverse types and scales, ranging from specific, groundbreaking technologies, products, and services to social and institutional changes. UPCE's strategic priority is high-quality and respected research and creative activities. Through its outcomes and their potential applications, UPCE naturally contributes directly and indirectly to addressing many current global and regional societal challenges. High-quality research can lead to world-class scientific results, enhance UPCE's expertise, raise public awareness of sustainability and its challenges through the popularisation of research outcomes, and create opportunities for collaboration with partners across sectors and levels – regional, national, and international.

3.1 Goal: Conducting high-quality and respected research and creative activities at the University of Pardubice, with an emphasis on addressing current global and regional societal challenges

3.1.1 Sub-goal: Supporting research and creative activities at the University of Pardubice in accordance with the principles of sustainable development

- Implementing research and creative projects at UPCE that reflect the principles of sustainable development and societal changes.
- Encouraging student theses and dissertations that focus on research areas related to sustainable development.

3.1.2 Sub-goal: Supporting the transfer of research and creative activity outcomes from the University of Pardubice into practice, promoting sustainable development

- Collaborating with partners, the private sector, and public institutions through joint research projects at regional, national, and international levels in areas such as climate change adaptation, decarbonisation, environmental protection, and other sustainability topics.
- Bridging the needs of academia and industry to support sustainable development, focusing on both large enterprises and small and medium-sized enterprises, including the commercialisation of research outcomes.
- Developing and strengthening the interdisciplinary nature of science and research at UPCE, fostering cross-disciplinary and interfaculty collaboration on sustainability topics.
- Promoting the principles of open science.

Pillar 4: The University's Third Mission, Partnerships, and Internationalisation

The University of Pardubice influences its surroundings, both near and far, while being shaped by them in return, both in the short and long term. Through its relationship with various groups of external stakeholders, its own approach, external collaboration, and the fulfilment of its roles – including the so-called third mission of serving society – UPCE has the potential to strengthen its region and act as a significant strategic partner and socially responsible organisation. By building partnerships in various areas of sustainable development, the University can further fulfil its mission and contribute to sustainability goals on regional, national, and international levels.

4.1 Goal: Contributing to sustainable development through the University's third mission while enhancing its prestige

- Organising outreach events for partners and the general public to promote sustainability topics, sharing the University's research outcomes in sustainable development and supporting their application in practice.
- Encouraging staff participation in expert panels and boards of non-profit organisations focused on achieving sustainability goals.

4.2 Goal: Strengthening the University of Pardubice's position as a strategic partner through collaboration, partnerships, and projects in sustainable development

4.2.1 Sub-goal: Strengthen the University's strategic partnership role through regional collaboration, partnerships, and projects in sustainable development

- Collaborating with external partners within the campus, offering consultancy, and establishing responsible behaviour practices in all dimensions of sustainable development.
- Building regional partnerships in public and social life aimed at sustainable development in the region and among UPCE's regional partners.
- Supporting activities focused on health promotion and regular physical activities to improve community health, motivating participation in such initiatives.
- Promoting charitable and volunteer activities through long-term projects and immediate aid in crisis situations.
- Deepening collaboration with the City of Pardubice, Pardubice Region, and the Pardubice-Hradec Králové cluster across all dimensions of sustainable development.

4.2.2 Sub-goal: Strengthen the University's strategic partnership role through national collaboration, partnerships, and projects in sustainable development

- Building national partnerships to promote sustainable development.
- Collaborating with other universities and faculties in the Czech Republic to integrate sustainability topics into education and research.

- Establishing partnerships with other entities in the Czech Republic and participating in national associations and networks to share experiences and address sustainability challenges.

4.2.3 Sub-goal: Strengthen the University's strategic partnership role through international collaboration, partnerships, and projects in sustainable development – enhancing internationalisation with sustainability elements

- Establishing new partnerships and expanding existing ones internationally to include sustainability initiatives, participating in international networks and projects, and sharing experiences and best practices in implementing sustainability strategies among universities.
- Developing and implementing mobility programmes with a focus on sustainability, collaborating with international partners in education and research on sustainability topics, and sharing experiences on implementing sustainability strategies at UPCE and partner universities.

Pillar 5: Facilities Management and Operations

The University of Pardubice contributes to achieving societal sustainability goals by applying the latest findings from science and research, educating about sustainable practices, and adhering to these principles in its own operations. Building management is a long-term process encompassing construction, maintenance, and development in technological, human, and financial aspects, which significantly impacts future operations.

Area: Energy

5.1 Goal: Reducing energy consumption in University of Pardubice operations

5.1.1 Sub-goal: Mapping the energy consumption of UPCE facilities

- Conducting energy audits of UPCE buildings, including analyses of energy use, assessments of current energy systems, evaluation of the thermal-technical condition of buildings, and review of existing operational procedures.
- Evaluating the monitoring and regulation systems, identifying inefficiencies, and setting priorities for reducing energy consumption.
- Developing recommendations for energy-efficient and cost-effective measures, creating systems for data collection and energy use analysis, utilising centralised energy monitoring, analysing renewable energy integration, and preparing a long-term energy efficiency plan.

5.1.2 Sub-goal: Continuously improving energy efficiency at UPCE

- Utilising renewable energy sources on the UPCE campus.
- Establishing effective energy management systems, including monitoring and Computer-Aided Facility Management (CAFM) systems.
- Implementing and evaluating pilot projects for energy savings.
- Introducing technical and organisational measures to reduce energy consumption, optimising the use of appliances, purchasing energy-efficient equipment, lighting, and IT tools.
- Applying energy efficiency and sustainability tools in renovation and construction projects.
- Building partnerships for energy-saving initiatives, motivating and educating students and staff about energy conservation, and collaborating with external partners.

Area: Reducing Carbon Footprint

5.2 Goal: Reducing the carbon footprint of the University of Pardubice

5.2.1 Sub-goal: Determining the carbon footprint of UPCE

- Calculating UPCE's carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol, covering SCOPE 1 and SCOPE 2, and conducting SCOPE 3 calculations for significant areas.

5.2.2 Sub-goal: Reducing UPCE's carbon footprint in line with its financial capacity

- Assessing feasible options for reducing UPCE's carbon footprint and implementing appropriate measures that align with UPCE's financial resources.

5.2.3 Sub-goal: Regular monitoring and reporting of UPCE's carbon footprint

- Establishing a system for regular monitoring and reporting related to the carbon footprint of UPCE activities.

Area: Safety

5.3 Goal: Ensuring a safe environment for all, including the protection of individuals and property at the University of Pardubice

5.3.1 Sub-goal: Analysing the current state of the safety system at the University of Pardubice

- Conducting an objective assessment of the condition and functionality of physical protection for buildings, property, and individuals on campus, identifying risk areas and analysing the energy intensity of the current solution.
- Providing recommendations and proposals for priorities and methods to improve the effectiveness and efficiency of the safety system, including cost-effective and energy-efficient solutions for future implementation.

5.3.2 Sub-goal: Long-term improvement and maintenance of the safety system at the University of Pardubice

- Establishing security standards for renovations and new construction, emphasising sustainable safety technologies (e.g., energy efficiency, durability, reparability, availability of spare parts, and operational considerations), to serve as a reference guide for designers and service providers.
- Providing regular training for staff and students on safety matters, including both legal requirements and supplementary topics.
- Implementing proposed measures and ensuring long-term improvement and maintenance of safety at UPCE.

Area: Waste Management and Circular Economy

5.4 Goal: Establishing a waste management system aligned with circular economy principles, increasing the proportion of sorted waste, and promoting sustainable resource management

- Managing UPCE's waste in line with circular economy principles, focusing on waste prevention, reducing single-use packaging, and combating resource waste.
- Organising swap events/flea markets, or sharing unused items, equipment, and technology among students, staff, faculties, and departments via a dedicated sharing platform.
- Handling chemical substances responsibly.
- Maintaining a clean and sustainable campus free of litter and engaging in volunteer clean-up initiatives.
- Monitoring sources, quantities, and types of waste, as well as disposal methods, with regular reporting to comply with legal requirements and inform staff, students, and the public as needed.
- Collaborating with partners to integrate circular economy practices.

Area: Transportation

5.5 Goal: Supporting and strengthening sustainable transportation for staff and students commuting to the University of Pardubice, as well as for business and study trips

5.5.1 Sub-goal: Promoting sustainable transportation methods within the campus and for commuting to the University of Pardubice

- Creating a campus environment that supports sustainable transportation, prioritising pedestrians, cyclists, and public transport, and improving connections within the city through regional partnerships.
- Encouraging environmentally friendly transportation by developing infrastructure (e.g., sheltered and secure bike/scooter storage), providing shared bicycles/scooters, and improving access to public transport.
- Supporting initiatives like "Bike to Work" or "Get the University Moving."

5.5.2 Sub-goal: Promoting sustainable transportation for business and study trips by staff and students

- Analysing current transportation methods used for business and study trips.
- Establishing measures (e.g., a travel code) to reduce the carbon footprint of business and study travel.
- Encouraging online meetings where feasible instead of travel.
- Transitioning to low-emission mobility by renewing UPCE's vehicle fleet and optimising its use.

Area: Catering

5.6 Goal: Ensuring sustainable catering practices at the University of Pardubice

- Providing high-quality, nutritionally balanced meals with an adequate proportion of plant-based options.
- Procuring food and catering services through responsible public procurement.
- Striving for efficient resource use in dining facilities, including water, energy, and materials, with a focus on renewable energy sources.
- Promoting sustainability in catering by actively engaging students and staff and educating the broader public on healthy lifestyles, nutrition, and sustainable eating habits.

Area: Water Management, Green Spaces, and Biodiversity Protection

5.7 Goal: Reducing water consumption and pollution, developing and protecting green spaces and biodiversity on the University of Pardubice campus, and adapting to climate change

5.7.1 Sub-goal: Reducing water pollution and consumption at the University of Pardubice

- Managing water resources (drinking, rain, and wastewater) on campus: identifying water-intensive activities and opportunities for reducing water use.
- Utilising wells available to UPCE.
- Considering the minimisation of future potable water use during renovations and new construction, and standardising practices.

5.7.2 Sub-goal: Contributing to the decarbonisation of the built environment, biodiversity protection, and climate change adaptation through the development of green spaces at the University of Pardubice

- Conducting an inventory and assessment of green spaces in selected campus areas and locations, developing a greenery survey or register with maintenance and planting plans to support biodiversity.
- Enhancing campus resilience to the impacts of climate change and adapting to these changes by leveraging ecosystem services, such as rainwater retention, recreational spaces, improved indoor building comfort, and introducing greenery in interior spaces.
- Implementing comprehensive, long-term management of green spaces on campus to protect the natural environment, support biodiversity, and adapt to climate change.
- Collaborating with external partners in maintaining green spaces.
- Considering green space development, biodiversity protection, and climate change adaptation in renovations and new construction projects.

Area: Digitalisation and IT Infrastructure

5.8 Goal: Supporting the achievement of sustainable development goals through the digitalisation of processes at the University of Pardubice and optimising IT infrastructure development

5.8.1 Sub-goal: Reducing energy consumption and contributing to sustainable development goals through optimised procurement and development of IT infrastructure

- Selecting energy-efficient IT equipment, prioritising devices with certifications like Energy Star or EPEAT, ensuring lower energy consumption.
- Optimising product life cycles by requiring manufacturers and suppliers in public tenders to offer recycling and take-back programmes for old devices.
- Investing in modular and upgradeable systems that extend device lifespans and reduce the need for frequent replacements.
- Transitioning to cloud computing and virtualisation wherever feasible, reducing the need for physical servers and conserving energy and materials.
- Enhancing the efficiency of data centre operations by using energy and cooling management technologies, such as temperature control systems and waste heat utilisation.

5.8.2 Sub-goal: Reducing resource intensity and increasing process efficiency at the University of Pardubice through digitalisation

- Meeting legislative requirements in digitalisation.
- Reducing paper consumption by transitioning to digital documents and electronic signatures.
- Digitalising administrative processes across UPCE departments.
- Digitalising administrative activities related to education and creative work at UPCE.
- Supporting the identification and collection of data, ensuring information availability for management and decision-making in sustainability areas, and establishing regular monitoring and reporting systems to track digitalisation progress and its impact on sustainable development goals.

5.8.3 Sub-goal: Building external partnerships through experience sharing in digitalisation implementation

- Collaborating and sharing information externally on best practices in digitalising UPCE processes.
- Coordinating the use of shared hardware, software, and human resources between universities and other partners (e.g., CESNET, EUNIS, etc.).
- Continuing as the lead organiser of the "Digital Transformation of Universities" conference, focusing on legislative impacts and solutions in digitalising key university processes, as well as further utilising data management for efficient university governance.

5.8.4 Sub-goal: Utilising artificial intelligence (AI) tools to support the sustainable development goals of the University of Pardubice

- Implementing AI technologies safely, ethically, and effectively to advance UPCE's research, teaching, and administrative activities.
- Supporting both basic and applied AI research.
- Encouraging research on the societal and individual impacts of AI development.
- Integrating AI into educational programmes and leveraging AI to improve teaching quality and educational outcomes.

Pillar 6: Socially Safe Environment

The University of Pardubice unequivocally rejects all forms of discrimination, bullying, aggression, harassment, or oppression, opposes deepening inequalities, and supports equal opportunities for all, both within UPCE and society at large. UPCE has been awarded the prestigious HR Award by the European Commission, recognising excellence in human resource management in science and research. The University operates under the SAFE UPCE framework, which promotes a long-term commitment to creating a socially safe environment and upholding ethical behaviour standards. Through its ALMA Centre, UPCE provides advisory, technical, and academic support for students with specific needs or disabilities. Students and staff facing crises can access free services at the APUPA counselling centre, which offers psychological, psychotherapeutic, psychosocial, and crisis intervention support. The Career Centre provides free services to students, preparing them for future careers.

6.1 Goal: Protecting rights and fostering a socially safe and stable working environment for all employees at the University of Pardubice

6.1.1 Sub-goal: Strengthening and supporting a dignified, socially safe working environment for all employees, regardless of age, gender, disability, race, ethnic origin, religious beliefs, economic or other status, and ensuring equal pay for equal work

- Ensuring a socially safe environment aligned with the SAFE UPCE concept, integrating standards of fair and ethical behaviour, employee care, rejection of discrimination, and ensuring equal opportunities.
- Establishing procedures for early detection and resolution of inappropriate discriminatory behaviour.
- Guaranteeing equal opportunities in line with UPCE's Code of Ethics and Equal Opportunity Plan.
- Upholding equal recruitment and career growth opportunities, ensuring awareness of non-discrimination principles among new hires, and rejecting violence in all forms.
- Supporting work-life balance through flexible policies and fostering a culture of care for mental health and well-being.
- Advancing human resource management to maintain compliance with the HR Excellence in Research Award and achieving recertification.

6.1.2 Sub-goal: Supporting UPCE employees in crisis situations

- Expanding and developing projects and activities to address employee crises, offering free and anonymous counselling as support for various crisis situations, and supporting the APUPA counselling centre.

6.1.3 Sub-goal: Promoting employee well-being

- Developing conditions for physical activity among UPCE employees.
- Supporting education and campaigns focused on sustainable development goals, non-discriminatory practices, and addressing workplace bullying.

- Promoting mental health care for employees.

6.2 Goal: Protecting student rights and supporting a safe and stable environment, ensuring no one is left behind by combating inequalities

- Rejecting any form of student discrimination and fighting against deepening inequalities that lead to discrimination.
- Establishing procedures for early detection and resolution of inappropriate discriminatory behaviour.
- Providing high-quality services to support students with specific needs, from socioeconomically disadvantaged groups, or those who are caregivers, and eliminating visible and hidden technical, health, or social barriers.
- Offering services to support students facing severe personal crises or the consequences of disasters.
- Educating students on effective communication to prepare for future crises, promoting non-discriminatory practices, and preventing bullying and discrimination in groups or workplaces, resolving discrimination-based conflicts.

6.3 Goal: Promoting charitable and volunteer activities among students and staff at the University of Pardubice

- Encouraging UPCE students and staff in their charitable and volunteer activities.
- Organising volunteer and charity events under UPCE's auspices.
- Raising awareness in the region and among partners about creating socially safe environments and rejecting all forms of discrimination.

List of Abbreviations

AI	Artificial Intelligence
CAFM	Computer-Aided Facility Management
CESNET	Czech Education and Scientific NETwork
LLL	Lifelong Learning
EPEAT	Electronic Product Environmental Assessment Tool
EUNIS	European University Information Systems (an independent European academic organisation for university information systems)
IoT	Internet of Things
IT	Information Technology
MEYS CR	Ministry of Education, Youth and Sports (Czech Republic)
UN	United Nations
SDG	Sustainable Development Goals
UPCE	University of Pardubice
U3A	University of the Third Age