UNIVERSITY OF PARDUBICE

ACTION PLAN OF THE SUSTAINABLE
DEVELOPMENT STRATEGY

2025 – 2027

Objective	Implementation / Reporting Timeline	Responsible Unit	Measures to Achieve the Objective	Indicator of Objective Fulfilment
PILLAR 1: SUSTAINABLE DEVELOPMENT MANAGEMENT SYSTEM				
1.1 Goal: Managing the processes of the University of Pardubice to promote sustainable development				
1.1.1 Aligning the Sustainable Development Strategy of UPCE with other University's strategies, setting goals, indicators, monitoring, responsibilities, and regular updates.	**Q2 2025**	*UPCE + Faculties*	Preparation of the Action Plan for the Sustainable Development Strategy of UPCE.	Action Plan for the Sustainable Development Strategy of UPCE.
	Q1 2026	*UPCE*	Implementation of the Sustainable Development Strategy of UPCE into the Implementation Plan of UPCE's Strategic Framework.	Implementation Plan of UPCE's Strategic Framework including sustainability elements.
	Q1 2026	*Vice-Rector for Internal Affairs + Faculties*	Implementation of the Sustainable Development Strategy of UPCE into the strategic frameworks of individual Faculties.	Faculty strategic frameworks including sustainability elements.
	Q4 2027	*UPCE*	Revision of the Sustainable Development Strategy of UPCE based on the monitoring of strategy implementation.	Revised Sustainable Development Strategy document.
1.1.2 Transparent communication and regular publication of information on UPCE's activities and approaches to sustainable development internally and externally.	**Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Communication of the Sustainable Development Strategy of UPCE internally and externally in both Czech and English.	Information on the Sustainable Development Strategy of UPCE published on the University website (CZ/EN); information provided to UPCE Executive Board, Deans, and other units.
	Q4 2026	*UPCE*	Setting up and coordinating procedures for the regular monitoring of sustainability objectives.	Recommended data collection procedures for monitoring the fulfilment of sustainability objectives.
	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs*	Reporting on the implementation of the Action Plan for the Sustainable Development Strategy of UPCE.	Summary report evaluating the implementation of the Action Plan for the Sustainable Development Strategy of UPCE.

1.1.3 Integration and support for a new unit within the structure of UPCE – the Centre for Sustainable Development of UPCE.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Mutual cooperation in sustainability areas within UPCE.	List of members of the Sustainable Development Centre (at least one representative from each Faculty) including a definition of their involvement; minimum of three meetings/events per year; updated website of the Sustainable Development Centre.
1.1.4 Securing funding for sustainable development activities at UPCE.	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs*	Use of internal and external funding opportunities for sustainability activities (e.g. ministerial and structural projects, EU funds).	Number of submitted project applications; amount of funding obtained.
1.1.5 Establishing procedures for responsible procurement at UPCE.	Annually – **from Q4 2026**	*Bursar* + UPCE	Responsible public procurement and purchasing at UPCE.	List of existing measures supporting responsible public procurement.
	Annually – **from Q4 2026**	*Vice-Rector for External Affairs + Faculties*	Considering sustainability principles when selecting promotional and marketing items for UPCE.	Proportion of sustainable products.

PILLAR 2: EDUCATION

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

2.1.1 Mapping the integration of sustainability topics in education at UPCE.	**Q4 2025**	*Vice-Rector for Education and Quality + Faculties*	Mapping and assessing the level of integration of sustainability topics in education at UPCE.	Number of assessed degree programmes, University of Leisure lectures, and lifelong learning courses.
2.1.2 Ensuring education on sustainability topics in all study programmes at UPCE.	Annually – **from Q4 2025**	*Vice-Rector for Education and Quality + Faculties*	Implementation of degree programmes including courses addressing sustainability topics.	Number of degree programmes and courses covering sustainability topics.
	Annually – **from Q4 2025**	*Vice-Rector for Education and Quality, Vice-Rector for External Affairs, Vice-Rector for Internal Affairs + Faculties*	Cooperation with sustainability experts from practice in teaching.	Number of teaching engagements, workshops, and expert lectures delivered.
2.1.3 Integrating sustainability topics into the education offered to students, staff, and the public as part of lifelong learning at UPCE.	Annually – **from Q4 2026**	*Vice-Rector for Education and Quality + Faculties*	Based on the analysis results, possible expansion or support of lifelong learning courses covering sustainability topics.	Number of lifelong learning courses including sustainability topics.
	Annually – **from Q4 2026**	*Vice-Rector for Education and Quality + Faculties*	Organisation of specialised lectures or discussions on sustainability and its implementation for staff, students, and the general public.	Number of lectures, discussions, and events on sustainability issues.
	Annually – **from Q4 2026**	*Faculties*	Cooperation with secondary schools – inclusion of sustainability topics for teachers and pupils of secondary schools.	Number of popular-science events, competitions, lectures, and workshops addressing sustainability topics.

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 Ensuring conditions for sustainable education.	Annually – **from Q4 2026**	*Vice-Rector for Education and Quality + Faculties*	Support for the use of e-learning and similar teaching methods; ensuring that teachers have the necessary competences to use them.	Number of e-learning courses.
	Annually – **from Q4 2026**	*Vice-Rector for Education and Quality + Faculties*	Supporting the sustainable character of student and staff mobilities.	Number of sustainable mobilities.
2.2.2 Supporting students in activities aligned with sustainability principles.	Annually – **from Q4 2025**	*Vice-Rector for Education and Quality + Faculties*	Support for student associations and activities focusing on sustainability.	Number of student associations and activities focusing on sustainability.
	Annually – **from Q4 2026**	*Vice-Rector for Education and Quality + Faculties*	Organisation of a student competition for projects or theses contributing to sustainability both within and beyond UPCE.	Number of awarded theses.

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 Supporting research and creative activities at UPCE in accordance with the principles of sustainable development.	Annually – **from Q4 2026**	*Vice-Rector for Research and Creative Activities + Faculties*	Implementation of research, development and creative projects at UPCE focusing on sustainability principles and societal change.	Number of research and development projects addressing sustainability areas.
3.1.2 Supporting the transfer of research and creative activity outcomes from UPCE into practice, promoting sustainable development.	Annually – **from Q4 2026**	*Vice-Rector for Research and Creative Activities + Faculties*	Cooperation with other partners by engaging in joint research and development projects at regional, national and international levels focusing on sustainability topics.	Number of research and development transfer projects in sustainability areas.
	Annually – **from Q4 2026**	*Vice-Rector for Research and Creative Activities + Faculties*	Cooperation between the academic and industrial sectors to ensure sustainable development, focusing on both large and SME enterprises and on commercialisation.	Number of events and joint projects in sustainability areas.
	Annually – **from Q4 2025**	*Vice-Rector for Research and Creative Activities + Faculties*	Strengthening the principles of open science.	Number of digitised and publicly accessible publications/documents; number of UPCE activities following open science principles.

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

4.1.1 Contributing to sustainable development through UPCE's third mission while enhancing its prestige.	Annually **– from Q4 2025**	*Vice-Rector for External Affairs + Faculties*	Preparation and implementation of public engagement and outreach events on sustainability topics.	Number of public engagement and outreach events.
	Annually **– from Q4 2026**	*UPCE*	Involvement of staff members in expert panels and governing bodies of non-profit institutions focusing on sustainability.	Number of staff involved in expert panels and governing bodies of non-profit institutions addressing sustainability issues.

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 Strengthening UPCE's strategic **partnership role through regional collaboration,** partnerships, and projects in sustainable development.	Annually **– from Q4 2026**	*Vice-Rector for Internal Affairs*	Cooperation with external partners within the campus in various sustainability areas.	Number of sustainability-related activities conducted in cooperation with external partners.
	Q4 2026	*Vice-Rector for Internal Affairs*	Establishment of procedures promoting responsible behaviour of entities within the campus.	Methodology for responsible behaviour of entities within the campus.
	Annually **– from Q4 2025**	*Vice-Rector for Internal Affairs* + UPCE	Supporting activities focused on health promotion and regular physical exercise to improve the well-being of UPCE community.	Number of health promotion activities for UPCE community.
	Annually **– from Q4 2025**	*Vice-Rector for External Affairs + Vice-Rector for Internal Affairs*	Supporting charitable and volunteer activities.	Number of charitable and volunteer events carried out.
	Annually **– from Q4 2026**	*Vice-Rector for External Affairs*	Building partnerships within the region in areas contributing to sustainable regional development.	Number of regional partnerships established in areas of public and social life.
	Annually **– from Q4 2025**	*UPCE*	Provision of immediate support in crisis situations.	Number of support interventions provided by ACCUP and ALMA (recorded crisis interventions).

4.2.2 Strengthening UPCE's strategic **partnership role through national collaboration**, partnerships, and projects in sustainable development.	Annually – **from Q4 2025**	*UPCE + Faculties*	Cooperation with other higher education institutions in the Czech Republic on integrating sustainability topics into university activities.	Number of events or partnerships with other HEIs focused on integrating sustainability topics into university activities.
	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs*	Partnerships with other organisations in the Czech Republic and membership in national networks for sharing experience and addressing sustainability issues.	Number of memberships or partnerships of UPCE in national networks for sharing experience and addressing sustainability issues.
4.2.3 Strengthening UPCE's strategic **partnership role through international collaboration**, partnerships, and projects in sustainable development.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Establishing international partnerships in sustainability areas, participation in international networks and projects, and exchange of experience among universities and partners.	Number of international partnerships.
	Annually – **from Q4 2025**	*Vice-Rector for External Affairs + Vice-Rector for Research and Creative Activities*	Implementation of sustainable mobilities and cooperation with foreign partners in education and research, including exchange of experience.	Number of international mobilities of academic staff and students of UPCE conducted in a sustainable manner (length of mobility / host country).

PILLAR 5: FACILITIES MANAGEMENT AND OPERATIONS				
5.1 Goal: Reducing energy consumption in the University of Pardubice operations				
5.1.1 Mapping the energy consumption of UPCE's facilities.	Q4 2025	*Bursar*	Energy audit of UPCE buildings.	Energy audit report; evaluation of the audit's recommendations.
5.1.2 Continuously improving energy efficiency at UPCE.	Annually – **from Q4 2025**	*Bursar*	Use of renewable energy sources within UPCE campus.	Installed capacity of photovoltaic systems at UPCE; amount of energy generated from in-house renewable sources; evaluation of energy savings.
	Q1 2026	*Bursar*	Establishment of energy management monitoring and data administration.	Document outlining procedures for energy management monitoring; evaluation of the energy audit outputs.
	Annually – **from Q4 2026**	*Faculties + Vice-Rector for Education and Quality + Vice-Rector for Research and Creative Activities + Bursar*	Implementation of projects and technical or organisational measures reducing the energy intensity of UPCE operations.	List of projects or measures reducing the energy intensity of UPCE operations.
	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs*	Partnerships in the field of energy consumption reduction, motivation and education of students and staff to reduce energy use, and cooperation with external partners.	Number of partnerships and training events on energy consumption reduction.

5.2 Goal: Reducing the carbon footprint of the University of Pardubice				
5.2.1 Determining the carbon footprint of UPCE.	Q4 2025	*Vice-Rector for Internal Affairs*	Calculation of UPCE carbon footprint in accordance with the GHG Protocol, covering scopes 1, 2 and 3.	UPCE carbon footprint report.
5.2.2 Reducing and reporting UPCE's carbon footprint in line with its financial capacity.	Annually – **from Q4 2026**	*Bursar + Vice-Rector for Internal Affairs + Faculties*	Measures to reduce UPCE carbon footprint in accordance with UPCE's financial capacity.	List of measures reducing UPCE 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 Analysing the current state of the safety system at UPCE.	Q4 2025	*Vice-Rector for Internal Affairs*	Assessment of the condition and functionality of physical protection of buildings, property and persons within UPCE campus; identification of risk areas; analysis of the energy intensity of the current solution.	Report on the condition and functionality of the physical protection of buildings, property and persons within UPCE campus.
5.3.2 Long-term improvement and maintenance of the safety system at UPCE.	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs*	Implementation of appropriate measures to increase the efficiency of UPCE security system.	Report on implemented measures aimed at improving security at UPCE.
	Q3 2026	*Vice-Rector for Internal Affairs*	Establishment of standards for reconstruction and new construction regarding building security, including the use of sustainable security technologies at UPCE.	Supporting manual for designers and maintenance companies.
	Annually – **from Q4 2026**	*UPCE*	Regular training sessions for UPCE staff and students in security-related areas – both statutory and voluntary.	Number of trained persons.

5.4 Goal: Establishing a waste management system aligned with circular economy principles, increasing the proportion of sorted waste, and promoting sustainable resource management				
5.4.1 Establishing a waste management system aligned with circular economy principles, increasing the proportion of sorted waste, and promoting sustainable resource management.	Annually – **from Q4 2025**	*Bursar*	Monitoring the types, quantities and handling methods of waste generated at UPCE.	Published overview of the types, quantities and handling methods of waste generated at UPCE.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs*	Waste management at UPCE in accordance with circular economy principles and within UPCE's financial capacity.	Number of activities promoting circular use of items and materials at UPCE.
	Q2 2025 Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs*	Maintaining a clean campus free of litter; participation in volunteer clean-up events.	Number of activities promoting a clean campus.
	Annually – **from Q4 2026**	*Bursar + Vice-Rector for Internal Affairs*	Cooperation with external partners supporting the application of circular economy principles at UPCE.	Overview of measures supporting the circular economy in cooperation with external partners.

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 Promoting sustainable transportation methods within the campus and for commuting to UPCE.	**Q4 2025**	*Vice-Rector for Internal Affairs*	Analysis of current transport methods used by employees and students at UPCE.	Report from the mobility survey *"How Do Universities Move?"*
	Q2 2025 Annually **– from Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Supporting and motivating environmentally friendly forms of transport.	Number of events or measures promoting environmentally friendly commuting to UPCE.
5.5.2 Promoting sustainable transportation for business and study trips by staff and students.	**Q2 2026** Annually **– from Q4 2026**	*Bursar + Faculties*	Analysis of current transport methods used for business and study trips of employees and students.	Overview of transport methods used for business and study trips.
	Q2 2026	*Bursar + Faculties*	Setting measures for more environmentally friendly implementation of business and study trips of UPCE employees and students.	Overview of measures for more environmentally friendly transport in business and study trips.
	Annually **– from Q4 2026**	*Bursar*	Moving towards low-emission mobility in the renewal and use of UPCE vehicle fleet.	Share of low-emission vehicles in UPCE fleet.

5.6 Goal: Ensuring sustainable catering practices at the University of Pardubice				
5.6.1 Ensuring sustainable catering and evaluating waste management at UPCE.	**Q4 2025**	*Vice-Rector for Internal Affairs*	Analysis of waste management in UPCE canteen.	Final report on the analysis of waste management in UPCE canteen.
	Annually **– from Q4 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality + Faculties*	Communication of sustainable catering topics internally among students and employees and externally to the public; awareness and education in the areas of healthy lifestyle and nutrition.	Overview of measures and lectures on sustainable catering.

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 Reducing water pollution and consumption at UPCE.	Annually **– from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar + Faculties*	Responsible management of water (potable, rain and wastewater) within UPCE campus.	Potable water consumption across UPCE.
5.7.2 Contributing to the decarbonisation of the built environment, biodiversity protection, and climate change adaptation through the development of green spaces at UPCE.	**Q4 2025**	*Bursar*	Inventory and assessment of greenery condition in selected parts of UPCE campus and other designated areas.	Report on the inventory of greenery within UPCE campus.
	Annually **– from Q4 2026**	*Bursar*	Comprehensive and long-term management of campus greenery supporting environmental protection, biodiversity and climate adaptation.	Overview of measures enhancing the resilience of UPCE campus.

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 Reducing energy consumption and contributing to sustainable development goals through optimised procurement and development of IT infrastructure.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Selecting energy-efficient IT equipment; when purchasing new technology, choosing devices with high energy efficiency.	Number of new products with certifications (Energy Star, EPEAT, etc.).
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Optimising product life-cycles; including in public-procurement documentation a requirement that manufacturers and suppliers offer recycling and take-back programmes for old equipment.	Requirement included in public-procurement documentation regarding recyclability and take-back of obsolete equipment.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Investing in modular and easily upgradeable systems that extend device lifespans and reduce the need for frequent replacement.	Percentage of implemented modular and easily upgradeable systems.
	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs + Bursar*	Transition to cloud computing and virtualisation for all products and applications where feasible.	Reduction in the number of physical servers and in energy and material consumption.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Efficient data-centre management through technologies optimising energy use and cooling.	Deployment of temperature-management systems and use of waste-heat recovery.
5.8.2 Reducing resource intensity and increasing process efficiency at UPCE through digitalisation.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Fulfilling legislative requirements in the field of digitalisation.	Number of digital services compliant with legislation.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Digitalisation/electronic processing of individual UPCE processes.	List of implemented measures for digitalisation/electronic processing of UPCE processes.
	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs + Bursar*	Supporting identification and data collection to ensure information for management and decision-making in sustainability areas.	Measures adopted for data collection and information management in sustainability areas.

5.8.3 Building external partnership through experience sharing in digitalisation implementation.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Cooperation and exchange of best practices in digitalisation/electronic processes with external partners.	Organisation of the conference *"Digital Transformation of Universities."*
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Coordinated use of shared hardware, software and human resources among universities in cooperation with other partners.	Membership and collaboration in the field of digitalisation and electronic processing.
5.8.4 Using artificial intelligence (AI) tools to support the sustainable development goals of UPCE.	Annually – **from Q4 2026**	*Vice-Rector for Internal Affairs + Bursar*	Implementing AI technologies safely, ethically and effectively to contribute to the development of UPCE's research, teaching and administrative activities.	Measures ensuring the ethical and secure use of AI technologies.
5.8.5 Cyber resilience as a component of sustainability.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Integration of cyber security into risk-management plans.	Completed risk-management and crisis-management plans.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Green IT and secure device disposal.	Policy for the environmentally friendly disposal of IT equipment with a focus on secure data erasure.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Bursar*	Education and awareness-raising.	Staff training on safe and sustainable use of digital technologies.

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 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.**	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs*	Ensuring a socially safe environment in line with the SAFE UPCE concept – ensuring fair and ethical conduct, staff care, rejection of discrimination, and provision of equal opportunities.	Document describing procedures for the early detection and resolution of inappropriate or discriminatory behaviour; number of reports of inappropriate or discriminatory behaviour.
	Q2 2026	*Vice-Rector for Internal Affairs*	Applying the principle of equal treatment in recruitment and career development.	List of measures ensuring equal treatment in recruitment.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs*	Supporting work–life balance and employees with caregiving responsibilities.	List of work–life balance measures; number of employees making use of work–life balance opportunities.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Supporting human resources management and fulfilling the commitments of the HR Excellence in Research Award.	Implementation of the HR Award Action Plan; implementation of the Equal Opportunities Plan.
	Q3 2027	*Vice-Rector for Internal Affairs + Faculties*	Obtaining HR Excellence in Research Award recertification.	Successful recertification of the HR Award.
6.1.2 Supporting UPCE employees in crisis situations.	Annually – **from Q4 2025**	*Vice-Rector for Education and Quality*	Providing assistance to employees in crisis situations, offering free and anonymous counselling services, and supporting the University Counselling Centre (ACCUP).	Number of employees who used counselling services in a crisis.
6.1.3 Promoting employee well-being.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs*	Supporting the development of conditions for employees' physical activities.	Number of physical activities offered for employees.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality + Faculties*	Supporting education and awareness campaigns focused on various areas and goals related to sustainable development, including training on non-discriminatory practices, workplace bullying prevention, and mental health care.	Number of campaigns or lectures on sustainable development and social well-being for employees.

6.2 Goal: Protecting student rights and supporting a safe and stable environment, ensuring no one is left behind by combating inequalities				
6.2.1 Protecting student rights and supporting a safe and stable environment, ensuring no one is left behind by combating inequalities.	**Q3 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality*	Rejection of all forms of discrimination against students and combating the deepening of inequalities leading to discrimination.	Procedures established for the early detection and resolution of inappropriate or discriminatory behaviour.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality*	Provision of high-quality services ensuring adequate support for students with specific needs, those from socio-economically disadvantaged backgrounds, and students with caregiving responsibilities; elimination of visible and hidden technical, health or social barriers.	List of support measures for students with specific needs; number of students with specific needs.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality*	Provision of high-quality services ensuring adequate support for students facing serious personal crises or the consequences of disasters, etc.	Number of interventions for students in crisis situations.
	Annually – **from Q4 2025**	*Vice-Rector for Education and Quality*	Introduction of a new elective university-wide course for students focused on well-being.	Introduction of the elective course *Well-being in Practice*; number of enrolled students.
	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Vice-Rector for Education and Quality*	Providing education for students in communication skills as preparation for potential future crisis situations; education in non-discriminatory practices, prevention of inequality, and dealing with bullying in groups or future workplaces.	Number of trainings, lectures or courses for students in crisis communication, non-discriminatory practices, bullying prevention, etc.

6.3 Goal: Promoting charitable and volunteer activities among students and staff at the University of Pardubice				
6.3.1 Promoting charitable and volunteer activities among students and staff at UPCE.	Annually – **from Q4 2025**	*Vice-Rector for Internal Affairs + Faculties*	Supporting UPCE students and employees in their charitable and volunteer activities.	Volunteer and charitable events organised under the auspices of UPCE.