



**SWPS
University**

2022

Annual Sustainability Report

**SUSTAINABLE
DEVELOPMENT GOALS**



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Introduction

We are pleased to present the **SWPS University's Sustainability Annual Report 2022**, a document that underscores our dedication to the pursuit of sustainability in alignment with the Sustainable Development Goals (SDGs), also recognized as the Global Goals. These 17 interrelated objectives aim to eradicate poverty, safeguard our planet, and ensure global peace and prosperity by the year 2030.

Our commitment to reporting on the SDGs serves as a testament to our responsibility and accountability in contributing to these Global Goals. It also reflects our ongoing efforts to evaluate our progress over time.

Our SDG progress report embarks with a concise overview of how **SWPS University** aligns with the Global Goals. We focus on our commitment to social responsibility, emphasizing transparency and providing clear evidence through both qualitative and quantitative information.

It is our means of sharing this alignment with the rest of the world, demonstrating our dedication to advancing the SDGs. As we embark on this journey, we invite you to explore our progress and accomplishments in the pages that follow, in order to gain a deeper understanding of our commitment to global sustainability.



SGD 1

No poverty

SWPS University, always striving for excellence in education and research, places particular emphasis on its role in promoting sustainable development goals across various fronts. Our mission is founded on the belief that education, equality, and economic growth are key elements in building a society capable of effectively addressing the issue of poverty.

As a socially responsible and engaged university we are dedicated to the goal of **ending poverty worldwide**. We believe that real and lasting change requires a dialogue between the world of science and the social, economic and cultural environment, which is why we cooperate with local governments, entrepreneurs, cultural institutions and non-profit organisations.

SWPS University consistently advocates for principles of equality, aiming to **eliminate all barriers and social inequalities** that may contribute to poverty. We strive to create an environment where every student, regardless of their background or social status, has equal opportunities to develop their talents and achieve success. In order to facilitate access to higher education to students from disadvantaged backgrounds we offer a number of **scholarship programmes** including scholarships for international students where applicants from lower-income countries are especially encouraged to apply. Among the scholarships there are also: Minister's scholarships for students for significant achievements, Rector's scholarship for the best students, Social scholarships (for students whose monthly net income per person in their family does not exceed PLN 1,051.70, the amount of the scholarship depends on the level of income in the student's family), Special scholarship for people with disabilities.

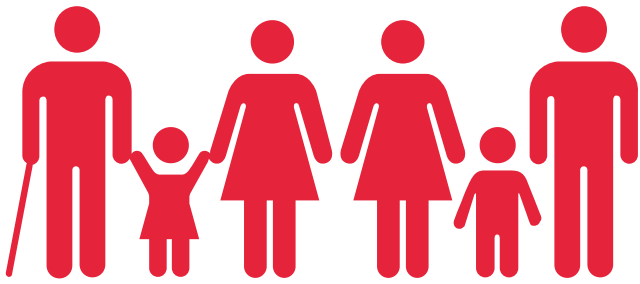
SGD 1

No poverty

When designing **research**, we always ask ourselves questions about their usefulness and practical applications in various areas of life: economy, business, education, law, culture and art, development of enterprises and individuals. Our projects respond to specific social problems and **improve the quality of life**.

We share our knowledge and experience to help those in need. **Clinics at the SWPS University** offer specialist psychological support for children, adolescents and adults. **Student Legal Clinic** provides **free advice** to people who cannot afford to use the assistance of an attorney or legal advisor. The clinic operates on a pro bono basis.





SGD 1

No poverty

Through our efforts, we also work towards **creating new job opportunities** and **stimulating economic growth**, which is crucial in the fight against poverty in society. **The University's Integrated Development Programme** aims to enhance the services provided by our **Office of Career Services** in assisting students in launching their professional careers by supporting their personal and professional growth and nurturing their talents, thus facilitating a smooth transition for young individuals into the job market. We aspire to effectively connect our students' competencies with the requirements of employers, such as teamwork, communication, team and project management skills.

Our institution places special emphasis on education as a tool for developing the skills and competencies necessary for achieving economic independence. Through educational programs, workshops, and access to knowledge and resources, we aim to support individuals in their pursuit of improving their social status.





SGD 2

Zero hunger

The modern world is facing numerous challenges, including the issue of hunger, which continues to affect a significant portion of the global population. The State of Food Security and Nutrition in the World revealed that between 691 and 783 million people faced hunger in 2022, with a mid-range of 735 million. According to UN Statistics, up to 2 billion people around the world suffer from food insecurity. Globally, around 13 percent of food produced is lost between harvest and retail, while an estimated 17 percent of total global food production is wasted in households, in the food service and in retail all together. As our planet continues to evolve, we set increasingly ambitious goals in the realms of social, economic, and ecological development. **SWPS University**, as an educational institution committed to shaping the future and promoting responsible development, aims to fully engage in the pursuit of the second Sustainable Development Goal - Zero Hunger.



SGD 2

Zero hunger

Through its educational, research, and community engagement activities, our university is involved in supporting solutions that will contribute to the **eradication of hunger, the promotion of sustainable agricultural practices, and the enhancement of access to healthy food** on both a global and local scale. As a part of our dedication to the cause, **we offer outreach and education programmes on food sustainability and preventing waste**. One of the scientific projects conducted in 2022 was a **Comparative Analysis of Food Waste Prevention Policies** and testing their mechanisms using serious games. The team focused on public interventions aimed at combating food waste because food waste is a widespread and pressing issue in all developed countries. The research will provide practical illustrations, examples of effective interventions to combat food waste, and explain how and why they worked.

Some of our researchers and students work on methods for achieving sustainable agriculture. One example of our graduates' work is the **SCOBY project** - an organic packaging for dry and semi-dry food. SCOBY is like the peel of an apple – it protects the interior and is edible at the same time. After use, it can be eaten or disposed of (preferably in compost) because it decomposes quickly. SCOBY packaging perfectly aligns with **zero waste**, a lifestyle in which people strive to generate as little waste as possible. Plant-based materials like SCOBY offer a viable alternative to synthetic packaging. It's a proposal for a different perspective on nature and agriculture that can compete with ready-made, mass-produced products.



Photo: materials of School of Forms
| SCOBY |
Designer: Róża Janus



SGD 2

Zero hunger

Furthermore, the issue of an integrated approach to food safety, necessitating the implementation of appropriate legal frameworks applicable at every stage of food production (from production sites to market introduction), is currently a priority in **food law**. Therefore, the university offers postgraduate studies in food law. Students familiarise themselves with the development of thought, law, institutions, and concepts relevant to food safety, contemporary principles of food protection, the legal foundations of food safety, food safety regulations in international law, European community law, constitutions, and other domestic legal norms.

Together with the **City Council of Warsaw we also established the Living Lab which is part of FOOD TRAILS**, an international project on supporting the creation of urban food policies in accordance with the FOOD2030 initiative, financed via the EU program Horizon 2020. The Living Lab deals with the design of innovative solutions reducing food waste in three groups: students, merchants at marketplaces, small eateries





SGD 2

Zero hunger

SWPS University is also committed to promoting **healthy and safe food that is accessible to all**. One of our initiatives is the **LIKE A PRO** project - **From Niche Food to Mainstream Trends: Alternative Protein Sources for Everyone, Everywhere**. The project's aim is to enhance the food environment in Europe by promoting the consumption of alternative protein products. LIKE A PRO seeks to integrate proteins from alternative sources into mainstream food trends, making them acceptable to everyone (including children, adults, and the elderly, across diverse social groups) and widely accessible (in various regions of Europe, urban, suburban, and rural settings).



Our university is continuously striving to develop new solutions aimed at achieving the SDG Zero Hunger goal. We are determined to make our contribution to this endeavour increasingly significant, constantly working on innovative methods and initiatives.





Good health and well-being

SWPS University, as a leading institution for educating future psychologists, not only sets trends in the field of social sciences and psychology but also consistently strives to fully engage in achieving the goals of Sustainable Development Goal 3 - Good Health and Well-being. This is particularly close to our hearts, as **mental health and overall well-being are the foundation of our work as psychologists and the key to a harmonious society.**

The university offers a comprehensive range of psychology programmes, including clinical psychology, educational psychology, cross-cultural psychology and more. In 2022, more than 60% of all our graduates were graduates in health professions. It proves our commitment to providing well-trained healthcare professionals to meet the growing demand for quality medical care and contribute to the overall health and well-being of our communities. We are committed to ensuring optimal access to education for all. Also, all students and staff have access to free psychological counselling.

The university runs two clinics focusing on mental health:

- **The Environmental Mental Health Center for Children and Youth**
- **The Cognitive Behavioral Therapy Clinic**



SGD 3

Good health and well-being

The Environmental Mental Health Center for Children and Youth offers free of charge mental health services to children and youth, including individual cognitive-behavioural therapy and system therapy, as well as pedagogical therapy and family therapy.

The Cognitive-Behavioural Therapy Clinic at the SWPS University is the first specialist psychotherapy clinic at a university training psychologists and psychotherapists in Poland. Its establishment was a natural consequence of the scientific and didactic achievements of the SWPS University and the growing demand of patients for cognitive behavioural therapy. Our team is united by the idea of continuous improvement of knowledge, therefore supervisions and scientific meetings are permanent points in the calendar of the clinic's activities. The Cognitive Behavioral Therapy Clinic offers psychotherapy services to children, youth, and adults. It is worth noting that we offer free of charge psychotherapy for our employees as one of their work benefits.



**The Cognitive-Behavioural
Therapy Clinic at the SWPS
University**

SGD 3

Good health and well-being

We currently have a large Clinic team - **there are 125 psychotherapists, 6 psychiatric doctors and 11 therapy supervisors.** In 2022 we performed a total of **14,471 consultations** and **individual sessions** for our patients, in 2023 this number will certainly exceed 20,000. It is also worth mentioning our collaboration with the Mazowieckie Voivodeship, in which we run a programme for the **treatment of depressive disorders for 12-21 year-olds**, as an extremely important part of our commitment to health-promoting policies.



In February 2022, immediately after the outbreak of war, the Clinic launched the **SOS Ukraine hotline** to provide psychological support to Refugees. The helpline operated daily from 08:00-20:00 and handled calls in Ukrainian, Russian, Polish and English. We provided **free psychological consultations, therapeutic cycles and psychiatric consultations**, also in the aforementioned languages. We received 127 requests for help and conducted 67 psychological consultations/interventions for adults, 21 for children and 16 psychiatric consultations.

The Cognitive-Behavioural Therapy Clinic at the SWPS University



SGD 3

Good health and well-being

We provided training for volunteers from our University in psychological first aid and taking care of their own mental health. We supported the activities of the **Centre for Refugees in Tomice** (in cooperation with the Pro Akademia Foundation) and declared our willingness and ability to cooperate with emergency services in Ukraine in support of war victims (both civilians and wounded soldiers)

SWPS University has 6 research centres specialising in mental health research and R&D:

- CARE-BEH Center for Applied Research on Health Behavior and Health;
- StressLab: Stress Research Center;
- Advanced Clinical Studies and Therapy Excellence Center ACSTEC;
- Center for Trauma, Crisis and Growth;
- Health & Coping Research Group;
- Interdisciplinary Center for Social Activity & Well-Being Research FEEL & ACT WELL. Hub teams implement the University's research agenda by conducting research and implementation projects funded by both national and international sources (e.g., Horizon Europe).



stresslab



Health & Coping
Research Group



SWPS
University



SGD 3

Good health and well-being

We also continue to **promote health and mental well-being** through the publicly available **Strefa Psyche**. Strefa Psyche (Psyche Zone) at SWPS University is a nationwide project that popularises psychological knowledge at the highest professional level. The aim of the project is to make reliable psychological knowledge accessible at any time and place. Strefa Psyche also includes substantive **webinars, podcasts, recordings of lectures** from thematic conferences and interesting **articles**. Renowned psychologists, psychotherapists, scientists and psychology practitioners are involved in creating content for the project. The resulting material is shared on the thematic **blog** and in the **Facebook** discussion group. On the **YouTube channel** of Strefa Psyche of SWPS University, we regularly publish interviews with prominent experts in the field of psychology. All multimedia materials are also published as podcasts on the most popular - available completely free of charge - streaming services: Spotify, Apple Podcasts, SoundCloud, Lecton and Empik Go.



Good health and well-being



We, as the university, also take care of the good health and well-being of **the youngest**. The effect of one project that SWPS University took part in was an application **RESQL**. It is an innovative system to support schools in addressing peer violence created with the full participation of the school community (students, teachers, principals and parents) based on research conducted by our team, workshops with teachers and students and a pilot of the system's operation.

Another important tool created by our USWPS research team led by Professor Jarosław Michałowski as an outcome of the project that supports psychotherapy and psychological help as well as mental health promotion is a **chatbot - Fido**. A chatbot anytime, anywhere via popular instant messaging services basic psychological support. The chatbot's algorithms allow for text-based conversations using the most effective behavioural-cognitive therapy techniques, which in turn enables the identification and correction of distorted thought patterns that cause mental ill-health.

For SWPS University fighting for good health and well-being is a matter of utmost importance. Our university's strong commitment to SDG 3 has been a driving force behind our efforts to promote physical and mental wellness among our students, staff, and the broader community. Through health programmes, access to healthcare resources, and initiatives that prioritize well-being, we have taken significant strides towards ensuring healthier lives and well-being for all.





Quality education

For **SWPS University**, one of the Sustainable Development Goals that holds particular significance is SDG 4: Quality Education. We believe that education is a fundamental driver toward achieving a sustainable economy, not only at the higher education level but also through the concept of lifelong learning. High-quality teaching provides the tools to develop knowledge and skills that can be transformed into societal good. Competencies and self-awareness acquired through education can assist individuals in attaining a high standard of living, free from hunger and poverty, while maintaining good health and employability.

We offer **interdisciplinary study programs** responding to the challenges of the present day and adapted to the changing needs of the labour market. Our educators not only pass on the latest knowledge, but also discover it together with students. In an atmosphere of trust and partnership, they motivate them to discover their abilities and define their future career plans. At the same time, they encourage students to implement their scientific ambitions and support them in applying for grants for their own research projects.

We co-create and constantly consult study programs with representatives of the business community. Thanks to the **agreements with companies** that enjoy a good position on the market, students participate in workshops with experienced industry experts and have the opportunity to undergo apprenticeships and internships in reputable institutions.



Quality education

Our university also hosts **numerous conferences, seminars, lectures and meetings** covering a wide range of topics, spanning from psychology and economics to politics and personal development. This contributes to expanding the competencies of students and other interested individuals beyond the core curriculum, fostering holistic growth and learning.

Our education mission is not limited to our students. We offer **free of charge resources** in psychology, law, design, management, culture and technology. All of these fields conduct their own projects: **Strefa Psyche, Strefa Prawa, Strefa Designu, Strefa Zarządzania, Strefa Kultur and Strefa Technologii**. All of them focus on sharing the knowledge to the general public through many channels such as **YouTube, podcasts, blogs**. We also offer **educational events** that are offered to everyone free of charge, both online and on-site.

As part of the 'Integrated Development Programme of SWPS University' project, a service called **'Popularyzacja'** ('Popularisation') has been developed. It is an on-line platform providing access to open educational resources such as videos, e-learning exercises and e-learning courses (full access for logged-in users, limited access for non-logged-in users).



Webpage: popularyzacja.swps.edu.pl



SGD 4

Quality education

We not only hold single events, but also organise a **series** of meetings and **cycles** of training. For example, in the beginning of 2022, USWPS organised a cycle of training courses on child and adolescent mental disorders. Trainings were dedicated to psychotherapists and psychotherapists in the education process in the cognitive-behavioural stream. The series included 7 trainings delivered in an online format. In May, however, we conducted free of charge service design workshops. As part of the Gov_Lab educational project, there were held a free, in-person design thinking workshops. Anyone wishing to broaden their knowledge on how to creatively develop solutions for entrepreneurs, investors or residents of the regions concerned could take part. The workshop meetings were held at the Warsaw headquarters of the SWPS University in three groups of 20 people.



Believing in the concept of lifelong learning, **SWPS University** continues its mission by offering a variety of initiatives, including dedicated programs **for seniors**. Our university conducts projects related to intergenerational education such as “Teaching to old age. Intergenerational education in a relational perspective” and initiatives (eg. the project called “Supporting older people in making more optimal choices in complex decision-making tasks involving online shopping”) that support older individuals in their pursuit of personal and intellectual development.





SGD 4

Quality education

The quality of our education is confirmed by various success indicators, including positive evaluations of our programs by the **Polish Accreditation Committee** and the recognition of our university in both national and international rankings. **SWPS University** proudly secured the 2nd place in the **2022 Perspektywy** ranking of private higher education institutions in Poland, an annual assessment conducted by a prestigious Polish educational magazine. In the **QS University Rankings 2022**, encompassing higher education institutions in **Eastern Europe and Central Asia**, our university secured the impressive 161st place out of 450 institutions in the region. In the **"Citations per Paper"** category, we maintain the top position in Poland and an impressive 12th place among all institutions included in the ranking. **SWPS University** has been ranked as the top university in Poland in the prestigious **Times Higher Education World University Rankings by Subject 2022**, in the social sciences category. SWPS University has been ranked 1st among 15 Polish universities that offer study programs in social sciences, which have qualified for THE ranking. Overall, SWPS University is the only university in Poland that placed between 501 and 600, among over 940 universities from around the world. In **THE Impact Rankings 2022**, our university achieved rankings in the range of 401-600 in the areas of SDG 3 "Good Health & Well-being," 601-800 in SDG 5 "Gender Equality," and SDG 16 "Peace, Justice & Strong Institutions."



These accomplishments serve as a testament to our continuous commitment to delivering high-quality education and making a significant contribution to the advancement of both science and society.





Gender equality

SWPS University has always been and continues to be committed to promoting equality and preventing discrimination in all areas of our activity. We are guided by the values of openness, courage and responsibility, which form the basis of all activities that we undertake. These values, together with the classic university values (beauty, good, wisdom and truth), set the standards of conduct at the **SWPS University**.

In January 2022, we established the official document "**Gender Equality Plan for SWPS University**" which includes goals and actions that implement the organisational culture and values described above. The Plan has been developed and created based on initial data covering the entire University community, including academic teachers (faculty members), staff in the organisational sector, and students at all levels of study. The Plan is scheduled for the period 2022-2024. The implementation of the Plan is the responsibility of the established Gender Equality Plan Implementation Team

The primary goal of the Plan is to ensure that **SWPS University is a safe place for everyone** and operates with respect for equality and diversity, supporting all community members regardless of gender. The core objective of the Plan is to take action to counteract gender-based disparities in the labour market and positions, prevent all forms of violence, combat stereotypes, and address any biases, including gender-related biases. The current Plan has been supplemented by the inclusion of the gender equality dimension in research and teaching content (updated in March 2023).

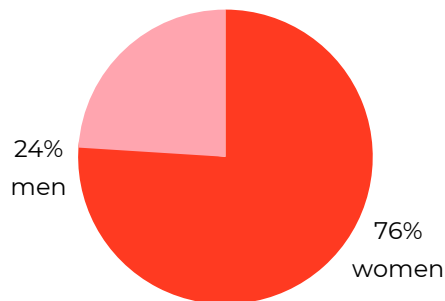




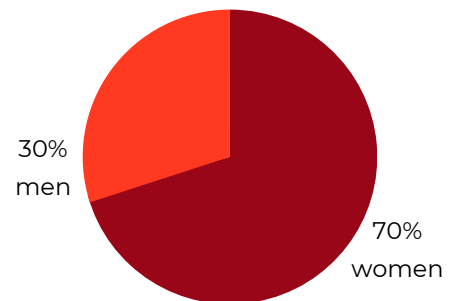
SGD 5

Gender equality

According to the provisions made within the framework of the Plan, **women constitute 70% of all SWPS University staff** (82% administrative staff and 59% academic employees). In the **student community, 76% are women**. What is also very important is that women are in the majority when it comes to high-level positions. On the **Executive Board**, women account for **57%** and there are **74%** women in **director positions**.



Students



Staff

As an academic community, we want the **SWPS University** to be a safe and friendly space for everyone, where the priority is learning, transferring knowledge, exchanging views as well as building and promoting appropriate attitudes and values. We also want to **prevent abuses and inappropriate behaviour** in our environment. We do not accept any form of discrimination on the basis of differences, in particular regarding gender, nationality, religion or belief, psychosexual orientation, any form of disability, political views, education, social origin and others. Respect for human dignity, individual characteristics and views is the highest value and the basis for the harmonious functioning of society. We have an **anti-discrimination policy** in place backed by relevant procedures and every member of the university's community can confidentially report any occurrence of discrimination that they were subjected to or witnessed. Since 1 March 2022, the position of **Academic Ombudsperson** has been in place at SWPS University, whose task is to take action to promote and uphold high ethical standards, amicably resolve disputes, conflicts and promote solutions that serve the university's academic community.

SGD 5

Gender equality

At **SWPS University**, we have scholars and researchers who daily conduct classes in the fields of **gender studies** and **queer studies**. Particularly, the Faculty of Humanities in Warsaw takes pride in the **MyGender Academic Circle** initiative. This Circle actively engages in diverse initiatives, including promoting and safeguarding human rights and civil liberties to foster the development of democracy. Members of the initiative undertake actions to counteract discrimination based on factors such as origin, race, age, psychosexual identity, economic situation, religion, and beliefs. In 2022, the MyGender Academic Circle received recognition in the prestigious **LGBT+ Diamonds Awards** competition, where it was honoured as the "Local Initiative of the Year." This exceptional accolade celebrates the most dedicated individuals and organisations working toward equality, diversity, and inclusion in Poland.





SGD 5

Gender equality



Furthermore, within the framework of the European Union-funded program "Youth in Action" an accessible **"Guide to Equality"** was created in 2022, serving as a valuable resource for society. This guide has been produced with the intention of discussing the initial issues involved in introducing the principles of equality-based relationship building into our everyday lives. It talks about the different aspects of equality and the different ways in which equality can work. The guide considers three key aspects of implementing equality in the lives of individuals, groups, countries and societies: Reflection - i.e. the thoughts, beliefs and everyday sensibilities of each of us; Education - i.e. the knowledge and skills we acquire at school; Legislation - i.e. the legal solutions in force in Poland and in the European Union.

As proof of our efforts, we have been awarded the **HR Excellence in Research award**. The European Commission awards this prestigious distinction to institutions that provide researchers with the best working conditions - they guarantee a transparent recruitment process, employment stability, career development opportunities, as well as substantive and financial assistance in research projects.



HR EXCELLENCE IN RESEARCH



SWPS
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SGD 6

Clean water and sanitation

The sixth Sustainable Development Goal is to ensure access to clean water and sanitation. The buildings on the **SWPS University** campuses have been adapted to all **sanitary requirements**, which has been improved especially during the COVID-19 epidemic. We have taken many steps to minimise the risk of infection. We set the decontamination stations at the entrances to buildings on each campus. The high-touch surfaces are disinfected regularly with the use of professional means.

The infrastructure of **SWPS University** from the beginning of its existence provides students and employees with **unlimited access to running water**. Each campus is connected to the city's sewage and water supply networks. For example, the headquarters of the SWPS University main campus (Warsaw) cooperates with Miejskie Przedsiębiorstwo Wodociągów i Kanalizacji m.st. Warszawa S.A. (Municipal Water and Sewage Company of the City of Warsaw), and thanks to a complicated filtration system and continuous tests, our students and employees are guaranteed to use the highest quality water. In all of the university campuses, we utilise water-saving bathroom fixtures and water-efficient aerators.





SGD 6

Clean water and sanitation

Both students and staff can also purchase bottled water from cafes and vending machines located on campuses. The university's further steps will include providing access to **free drinking water for all students and staff**. The University pays great attention to the waste sorting, therefore, on each floor of the University buildings, you will find specially marked bins, intended, among others, for storing empty plastic bottles.



Additionally, we are working on reducing water consumption by installing **efficient sanitary equipment**. We aim to monitor and optimise water usage in university buildings, promote conscious water use within the university community, and organise informational campaigns. We aspire to engage in scientific research related to efficient water resource management, water conservation, and water-related technologies. This extends to the project activities of students and faculty, as well as effectively promoting best practices during scientific events to raise awareness within the community. **SWPS University** is proud of the pro-climate initiatives of our students. Anna Marciniszyn, a graduate of the School of Form with a specialisation in Domestic Design, created the vessels of the future that make us sensitive to rational eating and not wasting food. In turn, Natalia Siódmak, a graduate of the School of Forms, looking for an alternative to the very popular bottled beverages, designed Zdrój - a system of natural water filtration.



SGD 6

Clean water and sanitation

Furthermore, SWPS University runs the **Center for Climate Action and Social Transformations**, which gathers researchers around the goal of establishing an interdisciplinary platform for academics and communities to develop innovative and effective solutions for societies in response to the challenges arising from global climate change. Additionally, we offer postgraduate studies in "**Sustainable Design - Contemporary Landscape Architecture**", aimed at providing practical knowledge relevant to those involved in public space design. These studies encompass knowledge in environmental psychology, social participation, eco-friendly solutions, with an emphasis on the development of blue-green infrastructure elements and the design of resilient spaces. This is particularly crucial today, in the era of intense climate change and its effects impacting modern cities.

SWPS University will continue to work on developing new solutions to ensure access to clean water and proper sanitation, in alignment with SDG 6 "Clean Water and Sanitation". Simultaneously, we intend to promote these goals within the local community.



Affordable and clean energy

In a world increasingly aware of the pressing need for sustainable practices, **SWPS University** has a strong commitment to the SDG 7 that plays a pivotal role in our ongoing efforts to foster a more sustainable and responsible campus community. The **SWPS University** especially supports **reliable, affordable, sustainable and modern energy ensuring**.

In 2022, **SWPS University** had its campuses in five Polish cities: Warsaw, Poznań, Katowice, Wrocław and Sopot. Each of our complexes is modern, well-equipped, and at the same time integrated into the urban fabric. All campus buildings are gradually undergoing modernisation. This has recently included **thermo-modernisation** of the roofs and walls of the buildings, **thermal insulation** of the foundations, and also, window joinery was replaced with energy-efficient ones. Besides, traditional lighting was replaced with **LED lamps**, and the central heating system was replaced and a gas-fuelled boiler room built. Thermo-modernization is only the first step in our journey to upgrade the building to **higher energy efficiency**. In the following years, it is planned to connect the buildings to the district heating network, i.e. to use the city's system heat, we are also planning to invest in renewable energy sources and green technology, such as installation of photovoltaic panels, installation of motion detectors in sanitary facilities and corridors, introduction of intelligent control systems for central heating and ventilation to reduce energy consumption.





SGD 7

Affordable and clean energy

It is very important to the **SWPS University** as a higher education institution not only to modernise itself but also, to **educate our community** and become an arena for the exchange of ideas supporting pro-climate activism. In 2022, we conducted the **open webinars and lectures** such as **“Energy transition - from technology to climate protection”** and **“Why technology and the green energy revolution need psychologists”** where we created a place for discussion with specialists. As always we can count on our creative students who presented ecological proposals for obtaining electricity from compostable, local sources. As a university, we understand the integral role that affordable and clean energy plays in reducing environmental impact, improving resource efficiency, and bolstering the resilience of our operations. Our dedication to the objectives outlined in SDG 7 is not only a matter of responsibility but also a testament to our pledge to leave a positive mark on the world.





Decent work and economic growth

SWPS University makes every effort to maintain sustained and inclusive economic growth. We know that it can drive progress and improve living standards.

The University was granted the right to display the **HR Excellence in Research logo** in 2016. This honour is proof that we are committed to creating a stimulating environment for scientific research by supporting multiple initiatives, adhering to the equal opportunity policy, supporting mobility of academic staff, providing training, and securing financing for research projects. The University strives to create a stimulating environment for scientific research by supporting various initiatives of the researchers, adhering to the equal opportunity policy. We obey the **European Charter for Researchers**. One of its pillars is the **Code of Conduct for the Recruitment of Researchers**. Both documents set out the rules for the employment of researchers, the working conditions they should be guaranteed and the development opportunities they should be provided with. They form the basis of the European Union's policy to promote research and make scientific careers more attractive.



HR EXCELLENCE IN RESEARCH

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2022



**SWPS
University**

Decent work and economic growth

It is a guarantee of hiring employees with the highest substantive competences. We provide equal opportunities to all candidates and support scientific development and mobility.

Creating the **best conditions for the work and professional development of our staff** and **improving the University's management system** have been identified as one of the key objectives in the '**We, the University**' ('**My, Uniwersytet**') **strategy for 2017-2022**. The improvement and maintenance of the actions set out in the Charter for Researchers and the Code of Conduct for the Recruitment of Researchers are part of this strategy.



STRATEGIA MY, UNIWERSYTET 2017-2022 i 2023*

Institutions holding the **HR Excellence in Research** award are systematically evaluated to maintain the standards adopted by the European Commission. In 2018, SWPS University conducted an internal evaluation. **In 2023, an interim evaluation was conducted**, which determined whether we can continue to use the HR Excellence logo. The assessment was carried out by foreign experts appointed by the EC. Thanks to the positive audit outcome, we can continue to enjoy this award.

Decent work and economic growth

Each job offer is published in accordance with the accepted templates on the websites of the **SWPS University**, the National Science Center, the Ministry of Science and Higher Education and Euraxess. Vacancy announcements are also published in English which makes the information about the offered positions reach a wider group of researchers.

Required application documents are kept to a minimum. We expect to receive a curriculum vitae in the field of research containing a description of scientific achievements, a list of publications, a list of awards and achievements for scientific work and a description of the competences necessary to perform the tasks specified in the announcement. Both sexes are represented in the competition committees assessing the incoming applications.

All candidates for a research position receive **information** about the status of their application and information about the end of the competition procedure. Candidates invited to an interview with the selection board receive feedback from the Head of the Committee on the reasons for the rejection of their application. Then they may appeal against the decision of the selection board by reporting their reservations to the Head of the Committee.



Decent work and economic growth

In addition, the university provides a salary that is higher than the minimum wage. Employees of the academic and organisational division have **open access to information about the financial limits** applicable to individual positions. Besides, the University provides a wide range of **additional benefits** for their employees such as tuition discounts for employees and their relatives, medical care, psychological care, sports card etc.

SWPS University environment is quantitatively dominated by women, both among employees and students. It proves our openness and inclusiveness. We focus on the hard work and talents of our associates, regardless of the group they represent.

With the support of the **“SWPS Innovations”** - the SWPS University's daughter company - our academic community had a chance to take part in a series of articles and podcasts about the professional burn-out. The series called **“Let's talk about burn-out”** took place in the autumn of 2022, in the webinars the guests and experts were the representatives of the SWPS University.



SWPS Innowacje



SGD 8

Decent work and economic growth

SWPS University also provides assistance to students and alumni in finding a job. **Our Office of Career Services** supports students in creative search and development of their own potential. We also maintain relationships with graduates. By combining information on the competences of our students and graduates with knowledge about the needs of employers, we are a link between these two worlds. Moreover, we enable students to take up work and internships within the university structures.





Industry, innovation and infrastructure

SWPS University is a part of **Human Touch Group (HTG)** - an idea that associates universities, schools, companies, brands and foundations: Collegium Da Vinci, Da Vinci Academic Schools, Concordia Design, VOX, Lab150, Talenty Scholarship Fund and VOX Artis Foundation. Human Touch Group is much more than a business connection between companies and entities founded by **Piotr Voelkel**. It is primarily the ability to understand and make constant changes in which a person, their needs and values, but also the development of their talent and potential, are at the centre of attention.



Over the years, we have developed many ideas for the development of the Group and the benefits of being part of it. We are still implementing many of these plans today. Cooperation is important for HTG: between science and business; between the master and the apprentice; between the company and the employee. Organisations within HTG are still looking for synergies and opportunities to work together and offer mutual support. Thanks to the close cooperation between these components, we can invest in clean and resilient infrastructure. The opportunities we create allow our students, graduates and researchers to carry out innovative projects.

Industry, innovation and infrastructure

SWPS University also conducts the **Technology Zone (Strefa Technologii)** - a project popularising knowledge about the impact of technology on society. We analyse and discuss the opportunities and risks that its unprecedented development brings to people. The main goal of the project is to make reliable knowledge available to all those interested in this topic - regardless of time and place. Within the projects, many events was held in 2022, e.g. **HumanTech Summit 2022** - the international scientific conference HumanTech Summit organised by the **HumanTech Center of the SWPS University** presents the latest knowledge in the field of human-technology relations. This Zone also provided webinars to the open public, that are available on their YouTube



HumanTech Summit 2022





Industry, innovation and infrastructure

SWPS University possesses a daughter company, “**SWPS Innovations**”, that conducts consulting, research and training activities for business and the public sector. The primary goal of SWPS Innovations is to provide clients with **comprehensive services aimed at broadly understood business development and improving the quality of functioning of public institutions**. In 2022, SWPS Innovations was a co-organizer of the event - **EACLIPT 2022 Conference**. The main theme of the Conference was clinical psychology and the goal was to discuss the latest scientific discoveries and future directions to enable further developments in the field of clinical psychology.

SWPS Innovations takes care of the development of **spin-off companies** that are created on the basis of ideas, projects and research carried out within the **SWPS University**. Few of these spin-off companies are: “**Jasnopis**” - an IT tool that can measure the comprehensibility of a text, indicate its more difficult fragments and propose corrections; “**RESQL**” - a modern application and an innovative system supporting schools in solving the problems of peer violence; “**Beviado**” - a tool for designing, sharing and evaluating psychological interventions on mobile devices.



Our students also show their interests in those matters. For example, the Faculty of Design in Warsaw has created the **Organization for Student Social Innovation**. Within the organisation, students try to integrate between departments to actively build student life. Their activities focus on creating artistic, scientific and social projects. They also focus on the personal development of our members.





SGD 10

Reduced inequalities

As an institution dedicated to shaping the leaders of tomorrow and fostering a sense of community, in **SWPS University** we strongly believe that **equality and prosperity must be available to everyone** – regardless of race, gender, religious beliefs or economic status. Among all the SGDs, SDG 10 - Reduced Inequalities, holds a special place in our commitment to promoting a more inclusive and equitable society.

SWPS University is a safe space for everybody, no matter their gender identity. Our university is an inclusive environment. To make sure we create equal opportunities for everyone, the university has developed a **“Gender Equality Plan”** that was published in January of 2022. This document embraces all students, staff members and leadership structures. The SWPS University was also a part of the project that resulted with a document called **“Guide to Equality”** that educates about equality and diversity, showing also the good practices.





SGD 10

Reduced inequalities

SWPS university is committed to protecting students and staff from discrimination and harassment. The university has established an **anti-discrimination and anti-harassment policy**. Anyone who has encountered discrimination or mobbing can report it via the form on the **Virtual University website**. Moreover, the **Rector's Representative for the Prevention of Discrimination and Mobbing** and the **Anti-Mobbing and Anti-Discrimination Committee** have been appointed in SWPS University.

We work hard to ensure that everyone has **equal access to education and job opportunities** at our University. We provide our students with a variety of **scholarships** and **financial aid**. We make every effort to ensure that our university is also a **friendly place for students and employees with disabilities**. We work on the adaptation of buildings to the needs of people with disabilities. In 2022, as part of the **“My SWPS University - An Accessible University”** project, the renovation and maintenance work was completed on the ground floor of the Warsaw campus. **The Accessibility, Scholarship and Student Activity Center** that supports all students in need has been extended and adjusted for the people with disabilities - the main aim of the renovation was to eliminate architectural barriers.



The Accessibility, Scholarship and Student Activity Center

SGD 10

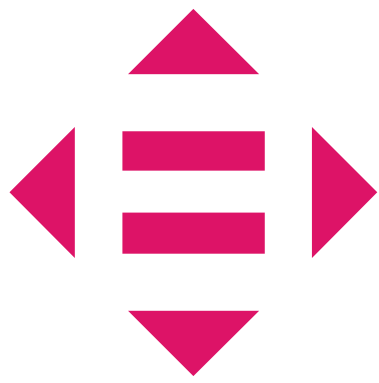
Reduced inequalities

We are gradually **eliminating other architectural barriers** in our buildings, installing **appropriate equipment** and introducing improvements that make it **easier for students with disabilities** to move around the campuses and take advantage of the available infrastructure. The building has an elevator, ramps and restrooms designed for persons with disabilities. The doors have Braille markings. Students with disabilities are also offered specialised equipment and software to support their work on learning materials, help from personal assistants, translators and stenographers.



In our library we have taken care of computer work-stations equipped with specialized software for people with disabilities, as well as equipment that allows us to process printed materials into electronic form. Students have at their disposal mini scanners, desktop enlargers, mice MyszONki, BrailleSense Plus Qwerty notebooks and portable talking book players.





SGD 10

Reduced inequalities

It is important to mention the **Pro Akademika Foundation**. It is a foundation of SWPS University, active since 2010. Its mission is to work for a society that is open, ready for change and responsive to challenges, and above all to **respond to current social problems** and to **support talented students** who, aware of their abilities, have the courage to achieve more. It provides a variety of **programmes** such as: Talent Scholarship Fund, Scholarships for Ukrainian students, Creative Scholarships, Visiting Scholars (Providing employment for Ukrainian female academics), Entrepreneurship in Schools, and others.



Fundacja Pro Akademika
Uniwersytet SWPS



Not only do we reduce the inequalities in all the campuses but also we promote these values to and by our **student community**. They are engaged in student scientific associations such as **MyGender group** that one of the main goals is to prevent discrimination based on ethnicity, race, age, psychosexual identity, financial position, religion and belief.

These are just some of the areas of activity of our University that aim to reduce inequalities in both access to education and jobs among underrepresented groups. We hope that the coming years will bring even more advanced and inclusive solutions and policies at our university regarding SDG 10.



SWPS
University



Sustainable cities and communities

What is the key to improving the quality of life in cities? SWPS University takes an **active interest in the governance and management** of Polish cities. We aim to make cities **inclusive, safe, resilient, and sustainable** for our community, showing that in teaching, research, and community engagement over the years. Experts from SWPS University believe that research should provide practical solutions that improve the quality of life for people. Therefore, SWPS University is open to collaboration with public administration, institutions, NGOs, and local governments.

We collaborate for the benefit of **local communities**. Among our initiatives is the **“Friendly City”** project, aimed at supporting the independence of individuals with visual impairments in using the public transportation network in Łódź. We also provide regular support to the **“Wspólne Podwórko Association”**, a non-profit organisation dedicated to comprehensive development support for children, youth, adults, and their social environment.



Sustainable cities and communities



In 2022, one of the most significant projects realised by SWPS University in support of SDG11 – Sustainable Cities and Communities was **“Urban_In. Miasto dla każdego”**. The Ministry of Funds and Regional Policy organised a competition that was implemented by the **SWPS University** and held as part of the 11th session of the **World Urban Forum**, one of the largest and most prestigious events organised within the UN system. It is intended to be an encouragement to disseminate the Sustainable Development Goals and the **UN New Urban Agenda** and to increase the involvement of young people in shaping urban policies. The competition is developed for young city residents who want to have an influence on how their surroundings look and function. The best-rated projects received funding, and thanks to these funds, the winners implemented their ideas in 3 Polish cities with the relevant projects and ideas more accessible city (Zabrze), an environmentally friendly city (Piaseczno), and a crisis-resistant city (Rybnik).





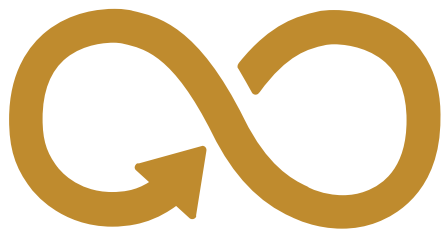
Responsible consumption and production

The twelfth Sustainable Development Goal is to ensure sustainable consumption and production patterns. Our University has organised a series of **webinars, workshops, and seminars** promoting **the efficient use of resources and the minimization of waste** as well as contributed to many social **projects**. Some of the examples of **SWPS University's** actions towards SDG12 – Responsible Consumption and Production in 2022 are presented below.

Upcycling in the School of Form edition. Dr. Agnieszka Jacobson-Cielecka, programme director of the School of Form at SWPS University held a discussion and looked for the answers on how upcycling can help stop the waste of resources, and **how designers can change their approach to garbage**. Garbage and what we do with it become a symbol of social responsibility and the level of civilization - emphasised Dr. Agnieszka Jacobson-Cielecka.

SWPS University students of the Fashion Design specialisation worked on universal fashion designs useful in a post-apocalyptic reality (**the "Clothes for Survival" project**), while students of the Domestic Design specialisation designed metaphysical masks illustrating abstract concepts from the 16th-century essay "In Praise of Madness" by Erasmus of Rotterdam (**the "Masks, wearable sculptures"**). The student's task was to create functional clothing solutions using defective, missing, or damaged elements of mass-produced collections.





Responsible consumption and production

Zero waste design. Is it possible? Justyna Fałdzińska from UAU Project presented **5 interesting zero-waste projects**. No waste during production, biodegradable materials, extended life cycle - this is what the future of design might look like.



Anna Pięta in her webinar – **“The future is garbage”** came to the conclusion that the greatest resource for producing most things is garbage. Anna presented also an example of Ecoalf - a company that makes high-quality clothes from waste and is one of the few that cares about the planet.



Responsible consumption and production

Sonia Jaśkiewicz, a graduate of industrial design at the School of Form at SWPS University explored new uses of materials (especially industrial waste) and environmentally friendly production processes. In her work **“Buraki Lab”**, she used sugar beet leaves, which constitute the largest waste in Polish agriculture. She created a material from sugar beet leaves and beet pulp that is supposed to be an alternative to plastics.



Róża Rutkowska, a graduate of the School of Form at SWPS University created **SCOBY** – organic packaging that can replace plastic that was mentioned before. A SCOBY protects the inside and is edible. After use, you can eat it or throw it away (preferably in compost) because it decomposes quickly. The packaging is made of kombucha - commonly called tea fungus or Japanese fungus - a group of symbiotic cultures of yeast and bacteria.

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SGD 13

Climate action

Climate change is a serious threat, and fighting back against it is a priority for both our research and our development as a university: ensuring that we help to preserve our world for generations to come.

SWPS University has developed the special centre responsible for climate actions and social transformation - 4CAST Center.



The mission of the **4CAST Center (Center for Climate Action and Social Transformations)** is to create an **interdisciplinary academic and social environment** and to develop **innovative and effective solutions for society in response to the challenges resulting from global climate change**. The 4CAST Center is an interdisciplinary research and implementation centre whose activities include interdisciplinary research, development, and application research **in the field of social sciences and humanities**, in the area of innovative and effective solutions for society in response to the challenges arising from global climate change.





SGD 13

Climate action

The year 2022 allowed the **SWPS University** community to bring different analyses, educational events, and real impacts on the area of SDG13 – Climate action. The 4CAST Center published a report entitled **“Young Poles towards climate change”** which presents the attitudes of young people in Poland on how to deal with the problem of the climate crisis.



Bartłomiej Steczowicz, expert cooperating with the Polish Chamber of Energy Storage, founder and president of the management board of Naatu Operator sp. z o.o. and Dr. Maksymilian Bielecki, psychologist, neurocognitivist and assistant professor at the Institute of Psychology, SWPS University, talked about **energy transformation - from technology to climate protection during organised webinar by “Strefa Technologii” in SWPS University.**





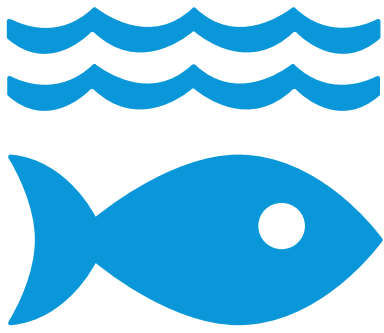
SGD 14

Life below water

The 14th Sustainable Development Goal is to conserve and sustainably use the oceans, seas and marine resources for sustainable development. **SWPS University** is working towards protecting and enhancing aquatic ecosystems like lakes, ponds, streams, wetlands, rivers. We are committed to embedding a culture of public engagement with research in Poland, putting in place the mechanisms to enable the widest possible range of audiences to understand and make use of our research.

SWPS University demonstrates a carefully managed practice and responsibility with the aim to prevent potential harm to humans, animals, or the environment by setting strict water quality standards at the University and guidelines for water discharges in order to protect ecosystems, wildlife, and human health and welfare and has an action plan in place to reduce plastic waste on campus.

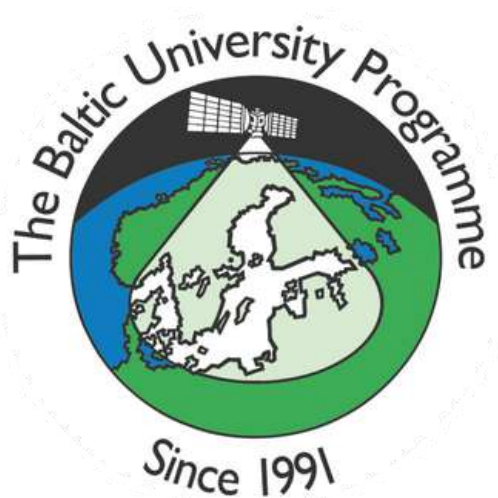




SGD 14

Life below water

Our students strongly believe in the importance of 14th Sustainable Development Goal - Life below water and actively contribute to University actions by developing relevant projects, such as **“Zdrój - a system of natural water filtering”**. The Zdrój project assumes going back to the pre-polymer times. Using only natural materials such as: flint, shungite, stoneware and porcelain, it offers a healthy and tasty alternative to mineral waters packed in polyethylene terephthalate. This is a circular solution - we filter the water that we already have in the tap. Filter components - we change activated carbon every 3 months, but then we use it as a drainage material and soil enrichment for indoor plants. We clean and reuse striped flint. In this way, additional unnecessary waste is not being produced.



Furthermore, SWPS University is a part of **Baltic University Program (BUP)**, which is an association that brings together various universities from the Baltic countries. Main goals of the organisation are related to the issues of sustainable development, environmental protection and democracy in the Baltic Sea region. BUP understands and supports the key role that universities play in the democratic, peaceful and sustainable development of every area. In 2022 Baltic University Program launched a variety of initiatives to support and promote sustainable Baltic Sea Region.





SGD 15

Life on land

The environment requires urgent solutions and **SWPS University** is proud to be working hard to protect our planet - ensuring we use it responsibly now, and conserve it for the future.

To **protect, restore and promote sustainable use of terrestrial ecosystems**, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss is another strategic development goal of **SWPS University** community. Our University actively reduces paper consumption, avoids printing and replaces paper with electronic devices or media.





SGD 15

Life on land

SWPS University expert Dr Monika Rosińska, sociologist and design researcher delivered an innovative perspective and proposed the idea of **design for plants and animals**. Dr Rosińska claims that non-anthropocentric design shows that we can learn something important about the general human condition and that we should recognize the fact of dependence, not only on other people, but also on animals, plants, and climate. This is especially important today, in the face of an ecological catastrophe.



Harpreet Sareen, Argus project | Source: blogs.newschool.edu

Experts from **SWPS University** show how much we need and desire contact with nature in dedicated webinars - podcast "**Man vs. nature - how we lost contact with nature and why it is worth rebuilding it**".





Peace, justice and strong institutions

SWPS University is highly committed to championing justice, welfare and inclusivity, and investing in research and projects that reflect the interests of our country. **Our University promotes peaceful and inclusive societies for sustainable development, provides access to justice for all and builds effective, accountable and inclusive institutions at all levels.**



Our University has many **students' organisations** in a university which represents students' political and welfare interests, which organise leisure activities and provide welfare services. Besides that University engages with local stakeholders, provides specific expert advice to local, regional and national governments.





SGD 16

Peace, justice and strong institutions

The SWPS University 2022 impact example is a unique conference organised in Poznań - **“Violence among children and violence towards children”**. Up to 40 percent of the population of children and adolescents in Poland have experienced mental or physical violence from peers or close adults. We observe the consequences of this both at the individual level, in the form of disturbances in their individual psychosocial development, and at the social level, in the form of negative phenomena such as addictions among young people, suicide attempts, mental disorders, and crime.



Hybrid conference in Poznań - Violence among children and violence towards children

The RESQL project was created as a result of research conducted in primary and secondary schools. This is a tool for combating violence in schools developed by a group of psychologists from SWPS University under the leadership of Dr. Radosław Kaczan.



**SWPS
University**

**ANNUAL SUSTAINABILITY REPORT
2022**



SGD 17

Partnerships for the goals

The SDG 17 recognizes that **the achievement of all other SDGs depends on global cooperation, strong partnerships, and a shared commitment to common objectives.** Our university, fostering innovation and collaboration, embraces the principles of this crucial SDG. **The SWPS University community** understands that sustainable development cannot be achieved without linkages between institutions, governments, companies, NGOs, and of course people. This is why we collaborate with other countries, universities, organisations and stakeholders in order to work together towards sustainable development and all 17 SDGs.

In our university, we try the **multidisciplinary approach** to encourage collaboration among various faculties and departments but also with the student community within the university to address complex sustainability challenges from different perspectives. Besides, we support student initiatives as they are the future of this world.





Partnerships for the goals

As we showed, **we work in different areas to support all SDGs** in the name of the future of our students, our academic community and the whole environment. It is worth mentioning that from 2022 we are **in the process of developing a new strategy for SWPS University**. The strategy includes the **implementation of the SDGs**. We have set up teams to implement, for example, goals related to the environment.

Looking ahead, our University will work toward maximizing community benefit opportunities, embrace the SDGs strategically, and develop rigorous mapping of our activities. Furthermore, SWPS University would be honored to take the leading position in the region and assist other HE institutions in their SDG journeys.

