



<b>Name of Policy</b>	<b>ANTI-BRIBERY AND CORRUPTION POLICY</b>
<b>Policy Effective From</b>	<b>Academic Session 2024-25</b>
<b>Policy Version</b>	<b>1</b>



## ANTI-BRIBERY AND CORRUPTION POLICY

The University adopts a **zero-tolerance approach** toward corrupt practices in all aspects of its operations and decision-making processes. This policy requires every member of the University community to act with honesty, fairness, and responsibility while carrying out their duties, in accordance with applicable legal and regulatory standards.

Through this policy, the University reinforces its ethical principles and promotes a culture of integrity across all its activities.

### Applicability

This policy applies to all members of its community. This includes all teaching and non-teaching staff, students, research scholars, and trainees involved in any academic or non-academic activities of the institution.

The policy further extends to contractors, consultants, service providers, suppliers, vendors, and other representatives associated with the University, whether engaged on a permanent, temporary, or contractual basis. All individuals connected with the University are required to comply with the provisions of this policy.

### Statement

At University bribery is defined as offering, giving, receiving, or soliciting anything of value with the intention of improperly influencing the decisions or actions of an individual or entity in academic, administrative, regulatory, or public matters.

The definition also broadly includes the abuse or misuse of entrusted authority for personal gain. Such actions may involve fraud, misappropriation, favoritism, or other practices that violate ethical and professional standards of conduct.

The University maintains a strict zero-tolerance approach toward such activities and considers them inconsistent with its commitment to integrity, transparency, and good governance.

The University strictly prohibits all forms of bribery, corruption, facilitation payments, and improper financial benefits in any aspect of its operations. The University does not tolerate the offering, requesting, giving, or receiving of any improper benefit in connection with University matters by members of its community or external partners.

All academic and administrative decisions must be made with honesty, fairness, and transparency, free from any undue influence. This includes avoiding the giving or acceptance of cash, gifts, entertainment, favors, or any other advantage that may compromise professional judgment.

The University expects all individuals associated with it to uphold the highest standards of ethical conduct in every activity and decision.

### **Prohibited Practices**

The University does not tolerate any form of bribery, corruption, or attempts to obtain unfair advantages in matters related to the University. No individual associated with the University may offer, promise, request, or accept bribes or any unauthorized benefits while interacting with government authorities, students, business partners, or other stakeholders.

The University strictly prohibits any actions intended to improperly influence academic outcomes, examination results, research activities, or administrative decisions for personal or financial gain. It is also unacceptable to falsify, manipulate, or misrepresent financial or administrative records.

All members of the University community are expected to uphold the highest standards of honesty, transparency, and ethical conduct in the performance of their professional responsibilities.

### **Gifts and Hospitality**

University employees are expected to uphold transparency and integrity in all their interactions and to ensure that their conduct reflects the ethical standards of the institution. If there is any uncertainty regarding the appropriateness of accepting or offering gifts or hospitality, employees

should consult their Department Head or Dean or the HR department for guidance and proper disclosure.

## **Reporting and Whistle blowing**

The University encourages open and responsible reporting of any suspected instances of bribery or corruption. Members of the University community are urged to report such concerns to their respective Head of Department/Dean or the designated HR official. Reports may also be submitted through the University's whistleblower reporting mechanism.

The University strictly prohibits retaliation, harassment, or discrimination against any individual who reports concerns in good faith. Any attempt to intimidate, victimize, or penalize a whistleblower will be treated seriously and may lead to disciplinary action in accordance with the University's policies.

Any individual or entity found to be in violation of this policy will be subject to disciplinary action as determined by the University. Such actions may include suspension, termination of association, legal proceedings, or blacklisting.

## **Responsibilities**

The University requires all employees and staff to read, understand, and comply with the provisions of this policy as part of their professional responsibilities. Students are also expected to adhere to the policy during their academic, co-curricular, and other University-related activities.

Additionally, vendors, contractors, and other external partners associated with the University must formally acknowledge and comply with the Anti-Bribery and Corruption Policy as a condition of their engagement

## **Review**

The University regularly reviews this policy to ensure its continued relevance, effectiveness, and alignment with legal and ethical standards. The University may introduce revisions or improvements from time to time to strengthen its implementation. Any amendments to this policy will be made with the approval of the appropriate University authority.