

**University principles
on
Corruption and Bribery**

Proposed: 2023

Proposed	Dr. R. G. Ramesh	Policy No. PCB 2023
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Reviewed by	Kalasalingam School of Law	
Co-validated by	Dr. C. Srinivasan Director/IQAC	
Approved by	Dr. S. Narayanan Vice-Chancellor/KARE	



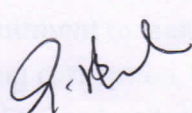
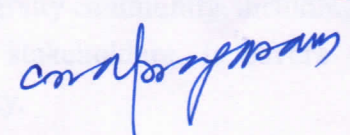
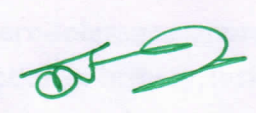
Approved by BoM on 29.06.2023

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Policy Preparation and Verification Team

Prepared : 2023

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University principles on Corruption and Bribery

Policy Statement:

To integrate Sustainable Development Goal (SDG) 16 into the existing anti-corruption and anti-bribery policies for the university, it is necessary to emphasize transparency, accountability, access to justice to achieve peace and development. Below is the anti-corruption and anti-bribery policy, along with additional recommendations:

Anti-Corruption and Anti-Bribery Policy

Purpose: This policy aims to ensure the institution's commitment to maintaining a transparent, accountable, and just academic environment by preventing corruption, bribery, and unethical practices, in line with the objectives of Peace, Justice, and Strong Institutions.

Scope: This policy applies to all members of the university community, including faculty, staff, students, administrative personnel, and external stakeholders. It covers all academic, administrative, and financial activities of the university.

Policy Overview:

Zero-Tolerance Policy: The university adopts a zero-tolerance approach to bribery and corruption in all its forms. It forbids all forms of corruption or bribery, including but not limited to bribery related to procurement, admissions, student grades, hiring, and promotions.

Transparency and Accountability: All financial transactions, procurement processes, and institutional decisions should be transparent and subject to regular audits. Employees must maintain records that are accurate and easily accessible.

Reporting Mechanisms: An anonymous whistleblower mechanism shall be established to report any suspected corrupt activities. The university will protect whistleblowers from retaliation in accordance with international best practices.

Training and Awareness: All members of the university will undergo periodic training on anti-corruption laws and ethical conduct. This includes fostering a culture of integrity, honesty, and fairness in all operations.

Key Guidelines:

1. Gifts and Favors: The acceptance of gifts, hospitality, or favors beyond nominal value is prohibited, unless they align with acceptable practices as per university guidelines. All such transactions must be disclosed to the appropriate authorities.

2. Conflict of Interest: Employees and students must avoid situations where personal interests conflict with their professional responsibilities. A transparent disclosure system will be set up for self-reporting conflicts of interest.

3. Procurement and Hiring: Procurement processes will be subject to transparent bidding procedures, and hiring practices will be fair, merit-based, and free from external influence or bribery.

Anti-Bribery and Anti-Corruption Cell:

Centralized Cell for All Departments: The Anti-Corruption and Anti-Bribery Cell will be a central facility accessible to all departments and faculties. This cell will not be confined to a single department but will function independently to ensure that all issues relating to corruption or unethical practices are addressed in a timely, unbiased, and transparent manner.

Monitoring and Compliance: The central cell will coordinate with all academic, administrative, and disciplinary bodies to monitor compliance with anti-corruption policies and will report directly to the Vice-Chancellor. Annual reviews of the policy's implementation will be conducted.

Additional Policies to Strengthen Peace, Justice, and Strong Institutions

1. Access to Justice Policy:

Fair Grievance Redressal: Establish a clear, accessible, and fair grievance redressal mechanism for students, staff, and faculty to raise concerns about academic, administrative, and interpersonal issues without fear of retaliation.

Legal Aid: Provide students with access to legal aid, especially in cases of wrongful actions, disputes, or harassment, ensuring they can access justice easily.

2. Academic Integrity and Ethics Policy:

Code of Conduct for Research and Teaching: Implement a rigorous code of academic integrity to address issues such as plagiarism, cheating, and biased grading. This would include consequences for misconduct and a system for appealing academic decisions.

Ethical Research Practices: All research conducted at the university must adhere to ethical guidelines that ensure transparency, accountability, and fairness. Researchers must disclose all potential conflicts of interest.

3. Institutional Transparency Policy:

Open Access Information: Ensure all policies, financial reports, and meeting minutes are made publicly available, promoting transparency across the institution.

Audit and Review: Regular independent audits of university funds, procurement processes, and operational decisions will be conducted. Reports will be made available to the university community to ensure accountability.

4. Student and Faculty Representation Policy:

Inclusive Decision-Making: Facilitate the involvement of both students and faculty in decision-making processes. This includes allowing them to participate in institutional governance, such as committees and councils, which can have a say in policy formulation and implementation.

Equitable Access to Opportunities: Ensure that all students and staff, regardless of gender, race, or background, have equal access to opportunities for growth, recognition, and promotion within the university.

5. Anti-Harassment and Anti-Discrimination Policy:

Zero-Tolerance for Harassment: Implement policies to prevent all forms of harassment, including sexual harassment, bullying, and discrimination. The university should ensure that victims of harassment have access to support and that incidents are addressed promptly.

Diversity and Inclusion: Foster a campus culture that promotes diversity, inclusion, and respect for all individuals. Educational programs will be held regularly to sensitize students and staff on these matters.

6. Disaster and Emergency Management Policy:

Peacebuilding through Crisis Management: Create a robust crisis management plan that addresses both natural and human-made disasters. The university should play an active role in rebuilding and providing support to affected communities.

Preparedness and Training: Regular drills and training programs will be conducted to ensure that the campus community is prepared to handle emergencies, contributing to maintaining peace and order.

By re-defining the Anti-Corruption and Anti-Bribery Cell as a central, cross-departmental entity, and by embedding these policies into the university's core operations, the institution can effectively maintain peace, justice, and strong institutions across the university environment.

