

Anti-Bribery and Corruption Policy	Action number	-----
	Release Date	01/2023
	Review and modification date	09/2022
	Review and modification number	01
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	Date the procedure was approved	12/2022
	Deans Council Resolution No.: 2023/61	
Policy Statement	The university is committed to maintaining the highest standards of ethics and integrity in all its operations and activities. This policy aims to prevent, identify, and address any instances of bribery and corruption, ensuring all university dealings are conducted in a fair and transparent manner.	
Scope	This policy applies to all university staff, faculty, students, contractors, and any third parties engaged in activities with the university. It encompasses all forms of bribery and corruption, including but not limited to monetary exchanges, gifts, hospitality, and favors.	
Definitions	<ul style="list-style-type: none"> • Bribery: The offering, promising, giving, accepting, or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust. • Corruption: Any form of misuse of power for personal gain or improper advantage in violation of trust and fairness. 	
Prohibitions	<ul style="list-style-type: none"> • Bribes: No individual shall offer, give, request, or accept any form of bribe, either directly or indirectly. • Gifts and Hospitality: Accepting or offering gifts and hospitality that could affect, or be perceived to affect, the outcome of business dealings is prohibited. Any gifts or hospitality must be transparent, modest, and consistent with customary business practices. 	
Responsibilities	<ul style="list-style-type: none"> • University Leadership: Ensure that all staff, faculty, and students understand and comply with this policy. Leadership must also ensure that adequate training and resources are available to support compliance. • Individuals: All associated individuals must not engage in any activity that might lead to, or suggest, a breach of this policy. They must be alert and report any bribery or corruption risks to the designated authority. 	

Reporting Mechanisms	<ul style="list-style-type: none"> • Confidential Reporting: The university provides a secure and confidential platform for reporting any suspected bribery or corruption activities. Reports can be made anonymously if desired. • Protection: Individuals who report concerns in good faith will be protected from retaliation. The university will ensure that no individual suffers any detrimental treatment as a result of refusing to take part in bribery or corruption.
Monitoring and Review	<ul style="list-style-type: none"> • Regular Audits: The university will conduct regular audits to ensure compliance with this policy. These audits will be carried out by an independent body to maintain objectivity. • Policy Review: This policy will be reviewed and updated annually or as needed to respond to any changes in legislation, university policy, or operational requirements.
Sanctions	Failure to comply with this policy will result in disciplinary action, which may include termination of employment or studies, and possible legal action. Sanctions may also apply to contractors and third parties working with the university.
Training and Awareness	<ul style="list-style-type: none"> • Mandatory Training: All new employees, and periodically all current employees, will be required to complete anti-bribery and corruption training. • Awareness Programs: The university will conduct regular awareness programs to reinforce the importance of this policy and help prevent bribery and corruption.