



**CHANDIGARH
UNIVERSITY**

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**NAAC
GRADE A+**
ACCREDITED UNIVERSITY

Anti-Bribery and Corruption Policy

Chandigarh University

Chandigarh University is committed to conducting its affairs with integrity, transparency, and ethical standards. As a leading educational institution, it recognises the importance of maintaining a strong anti-bribery and corruption stance. This policy outlines the principles, guidelines, and procedures that govern the prevention, detection, and reporting of bribery and corruption within the university.

1. Policy Statement:

Chandigarh University prohibits all forms of bribery and corruption, whether committed directly or indirectly by any employee, student, contractor, or agent acting on behalf of the university. The university is committed to promoting a culture of integrity, fairness, and accountability, ensuring compliance with all applicable anti-bribery and corruption laws and regulations.

2. Responsibility:

2.1. Senior Management: The university's senior management team is responsible for establishing and promoting a strong anti-bribery and corruption culture. They will provide leadership, resources, and oversight to ensure the policy's effective implementation.

2.2. Employees, Students, and Contractors: All individuals associated with Chandigarh University, including employees, students, and contractors, are responsible for adhering to this policy. They must familiarise themselves with its contents, report any suspected violations, and actively support the prevention and detection of bribery and corruption.

3. Prohibited Activities:

3.1. Bribery: No individual associated with Chandigarh University shall offer, promise, give, solicit, or accept any form of bribe or improper advantage, including financial or non-financial benefits, in exchange for improper influence or to gain any undue advantage.

3.2. Facilitation Payments: Facilitation payments, commonly known as "speed money," are small payments made to expedite routine administrative processes. Such payments are strictly prohibited and should not be made or accepted by any individual associated with the university.

3.3. Kickbacks and Improper Gifts: The offering or acceptance of kickbacks, commissions, or improper gifts to influence decisions or gain an unfair advantage is strictly prohibited.

3.4. Conflicts of Interest: All employees, students, and contractors must disclose any actual or potential conflicts of interest that may compromise their objectivity, integrity, or professional judgment.

4. Due Diligence:

Chandigarh University exercises due diligence when engaging with third parties, such as contractors, agents, suppliers, and business partners. This includes conducting risk assessments, and background checks, and ensuring the adherence of third parties to anti-bribery and corruption standards.

5. Reporting:

5.1. Reporting Channels: Chandigarh University encourages all individuals

to report any suspected or actual incidents of bribery or corruption promptly. Reports can be made through confidential reporting channels, such as a designated email address, hotline, or reporting mechanism.

5.2. Whistle-blower Protection: The University is committed to protecting individuals who report in good faith any concerns related to bribery and corruption. Whistle-blowers will be shielded from any retaliation, discrimination, or adverse consequences as a result of their reporting.

6. Investigation and Enforcement:

Chandigarh University conducts prompt and impartial investigations into all reported incidents of bribery and corruption. If wrongdoing is established, appropriate disciplinary action will be taken, which may include termination, legal action, and cooperation with law enforcement authorities.

7. Training and Awareness:

The university provides regular training and awareness programs to employees, students, and relevant stakeholders to educate them about the risks of bribery and corruption, the requirements of this policy, and their individual responsibilities in maintaining a corruption-free environment.

8. Monitoring and Review:

Chandigarh University periodically reviews and monitors the effectiveness of this policy to ensure its continued relevance and alignment with evolving legal and regulatory requirements.