

## **Anti-Bribery and Anti-Corruption Policy**

Chitkara University is committed to providing a corruption-free environment for all its stakeholders. This policy sets out the university's commitment to preventing and combating bribery and corruption and outlines the procedures that will be followed in the event of any allegations of bribery or corruption.

### Definition of Bribery and Corruption

For the purposes of this policy, bribery and corruption are defined as follows:

- Bribery: The offering, giving, receiving, or soliciting of anything of value in order to improperly influence the actions of another person.
- Corruption: The abuse of power or position for personal gain.

All members of the Chitkara University community have a responsibility to uphold the university's commitment to combating bribery and corruption. This includes students, staff, faculty, and administrators.

- Students are responsible for reporting any suspected acts of bribery or corruption to the university authorities.
- Staff and faculty are responsible for reporting any suspected acts of bribery or corruption to their supervisor or Head or Dean.
- Administrators are responsible for reporting any suspected acts of bribery or corruption to the university's Vice Chancellor/Pro Chancellor.

### Procedures

In the event of an allegation of bribery or corruption, the university will follow the following procedures:

1. If the allegation is found to be credible, the university will take appropriate action, which may include disciplinary action, criminal prosecution, or both.
2. The university will keep the complainant informed of the progress of the investigation and of any action taken.

### Confidentiality

The university will treat all allegations of bribery or corruption with the utmost confidentiality. The identity of the complainant will be kept confidential unless the complainant gives their consent otherwise.

### Sanctions

Any member of the Chitkara University community who is found to have engaged in bribery or corruption will be subject to disciplinary action, up to and including dismissal. In addition, any individual who is found to have engaged in bribery or corruption may be subject to criminal prosecution.

### Enforcement

The university will take all necessary steps to enforce this policy. This includes, but is not limited to, training staff and faculty on the policy, investigating allegations of bribery or corruption, and taking disciplinary action against those who violate the policy.

### Amendments

This policy may be amended from time to time. Any amendments will be made in accordance with the university's procedures for amending policies.

In addition to the above, the following specific measures will be taken to prevent and combat bribery and corruption:

- The university will have a clear code of conduct that prohibits bribery and corruption and sets out the consequences of violating the policy.
- The university will have a whistleblowing policy that allows employees to report suspected acts of bribery or corruption without fear of reprisal.
- The university will have a robust training program for staff and faculty on bribery and corruption prevention and detection.
- The university will conduct regular audits and investigations to identify and address any potential risks of bribery or corruption.

By taking these measures, Chitkara University is committed to creating a corruption-free environment for all its stakeholders.