



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No.34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

POLICY ON ANTI-CORRUPTION AND ANTI-BRIBERY

Title	Policy on Anti-Corruption and Anti-Bribery
Applies to	All University Stakeholders
Author	Office of the Registrar
Approved By	Registrar
Approval Year	2023
Review Frequency	Biennial (every two years) or as required


Registrar
Alliance University



1. Preamble

Alliance University is committed to being a transformative institution that fosters innovation, ethical values, and excellence in teaching, research, and service. In pursuit of its vision to be a world-class institution, the University recognizes the importance of maintaining the highest standards of integrity and ethical conduct.

This policy serves as a commitment to uphold transparency, probity, and accountability in all University operations, and to explicitly prohibit all forms of corruption and bribery—whether direct, indirect, active, or passive.

2. Objective of the Policy

The objective of this policy is to:

- Define what constitutes corruption and bribery in the University context.
- Establish responsibilities of all stakeholders in upholding ethical conduct.
- Provide clear guidance on what is acceptable and what constitutes misconduct.
- Create mechanisms for prevention, detection, reporting, and disciplinary action.

This policy shall function as a safeguard against practices that compromise the integrity of the University's academic, administrative, research, and procurement processes.

3. Scope and Applicability

This policy applies to:

- All full-time and part-time employees (academic and Non-Academic)
- Students and research scholars
- Members of statutory and non-statutory bodies
- Vendors, suppliers, contractors, consultants
- Visiting faculty and guest speakers
- Interns, volunteers, and any third-party working on behalf of the University

4. Definitions

Corruption refers to any act involving the abuse of entrusted power for private gain. This includes but is not limited to embezzlement, fraud, nepotism, favoritism, and misappropriation of institutional resources.

Bribery refers to offering, giving, receiving, or soliciting anything of value to influence a decision or gain an unfair advantage. Bribes may take the form of cash, gifts, hospitality, services, or any benefit.



Facilitation Payments are small unofficial payments made to secure or expedite routine administrative processes. These are also considered bribes under this policy.

5. Guiding Principles

The University adopts the following principles:

- **Integrity:** Upholding honesty and strong moral principles in every activity and transaction.
- **Transparency:** Ensuring openness in institutional processes and financial dealings.
- **Accountability:** Holding individuals responsible for their actions in institutional affairs.
- **Fairness:** Ensuring unbiased decisions free from conflicts of interest and undue influence.

6. Prohibited Practices

The following actions are strictly prohibited under this policy:

- Offering or accepting bribes to influence academic grades, research outcomes, recruitment, or procurement decisions.
- Misusing one's official position for personal gain or to benefit relatives or acquaintances.
- Engaging in 'quid pro quo' arrangements where favors or benefits are exchanged for compliance or support.
- Providing or receiving improper gifts, entertainment, or hospitality intended to influence a decision.
- Accepting donations or contributions with expectations of preferential treatment.
- Collusion with vendors or contractors to manipulate tenders or procurement processes.

7. Acceptable Practices and Ethical Decision-Making

This policy recognizes that there may be occasions where cultural norms allow for tokens of goodwill. To that end:

- Gifts and hospitality must be modest, infrequent, and declared to the competent authority.
- Any offering above the defined threshold value (to be determined by the University Finance Office) must be approved and recorded.



- Academic and administrative decisions must be made solely on merit, free from external influence.

An ethical decision-making model should be applied:
“Is it legal? Is it transparent? Is it aligned with the University's mission? Would I be comfortable if my action was made public?”

8. Reporting Mechanisms and Whistleblower Protection

Any stakeholder who suspects or is aware of corrupt or unethical conduct must report it through the following channels:

- Designated Anti-Corruption Officer / IQAC Cell
- Registrar's Office
- Online grievance portal or secure reporting email

Whistleblower Protection:

The University ensures full protection to whistleblowers against retaliation, discrimination, or victimization. Confidentiality will be strictly maintained unless disclosure is legally required.

9. Investigations and Disciplinary Measures

All reported incidents will be handled through a defined investigation protocol by an impartial inquiry committee. Sanctions may include:

- Formal warnings
- Suspension or dismissal from employment or academic enrollment
- Blacklisting of vendors
- Legal proceedings if mandated under applicable Indian laws

10. Training, Awareness, and Implementation

- **Mandatory induction programs** for new employees and students will include sessions on this policy.
- **Annual refresher workshops** will be conducted to reinforce ethical awareness.
- Regular **audits** and **risk assessments** will be carried out to identify and mitigate corruption-related vulnerabilities.

11. Alignment with Legal and Regulatory Frameworks

This policy is framed in consonance with:

- **The Prevention of Corruption Act, 1988**



- **The University Grants Commission (UGC) Regulations on Governance and Ethics**
- **UNCAC** (United Nations Convention against Corruption)
- **National Education Policy (NEP) 2020** values of accountability and transparency

12. Policy Review and Amendment

This policy will be reviewed every two years or earlier if required due to legal changes or evolving institutional requirements. Suggestions from faculty, staff, and students are encouraged and may be submitted to the IQAC Cell for consideration.

