



Cochin University of Science and Technology

Re-accredited by NAAC with 'A+' Grade

കൊച്ചി ശാസ്ത്ര സാങ്കേതിക സർവ്വകലാശാല

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

1. Introduction

This policy is introduced in accordance with the Prevention of Corruption Act, 1988 (Act No. 49 Of 1988) of the Government of India.

This policy is designed to prevent bribery, corruption, and unethical practices within Cochin University of Science and Technology, among its members including employees and stakeholders of the University.

2. Scope

This Policy applies to all the University community including faculty members, staff, research scholars and students as well as third parties such as workers, consultants, contractors, and others working on behalf of the University.

3. The Policy

The University strictly prohibits all members of the University from engaging in any form of bribery, corruption, or unethical conduct.

Any employee who -

(a) obtains or accepts or attempts to obtain from any person, an undue advantage, with the intention to perform or cause the performance of public duty improperly or dishonestly or to forbear or cause forbearance to perform such duty either by himself or by another public servant; or

(b) obtains or accepts or attempts to obtain, an undue advantage from any person as a reward for the improper or dishonest performance of a public duty or for forbearing to perform such duty either by himself or another public servant; or

(c) performs or induces another public servant to perform improperly or dishonestly a public duty or to forbear performance of such duty in anticipation of or in consequence of accepting an undue advantage from any person,

shall be punishable as per the Prevention of Corruption Act, 1988.

4. Procedure

- a. Any member of the university community who suspects or witnesses any act of bribery, corruption, or unethical behavior must report the incident promptly to the appropriate authorities.

- b. Reports can be made to the following: -
For students, staff and faculty: Internal Complaint Committee
For students: Head of the Department
For staff and faculty: Registrar or immediate supervisor
For visitors and contractors: Registrar

- c. The university will ensure that all reports are treated with confidentiality to the extent permitted by law.

5. Responsibilities

All are encouraged to raise concerns to the authority about any concern or apprehension of bribery or corruption. The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for the University or under its control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

6. Consequences of Non-Compliance

Upon receiving a complaint, the university will conduct a thorough and impartial investigation into the allegations. Any violation of this policy will result in appropriate disciplinary action, up to and including termination of employment, expulsion from the University, or termination of business relationships with third parties. Violators may also be subject to civil and

criminal penalties under applicable laws.

The university will fully cooperate with law enforcement and regulatory authorities in any investigation related to bribery, corruption, or unethical behavior.

7. Documentation

The University shall keep financial records and all financial transactions shall be as per rules and regulations of the Government of Kerala.

8. Approving authority

The Vice-Chancellor of the University shall be the approving authority for implementing actions related to bribery and corruption at the campus.