



Manav Rachna University Anti-Bribery and Anti-Corruption Policy

1. Objective:

The primary goal of this policy is to ensure that MRU remains free of bribery and corruption. It seeks to uphold the university's integrity by implementing measures that prevent, detect, and respond to bribery and corrupt practices within the institution.

2. Scope:

This policy applies to all MRU staff, faculty, students, and third-party representatives such as vendors, contractors, consultants, and service providers who engage with the university on any official or unofficial capacity. All individuals connected to MRU are expected to comply with this policy at all times, both on-campus and during any university-related activities outside the campus.

3. Definitions:

Bribery: Refers to offering, giving, receiving, or soliciting something of value to influence the actions of an official or other individuals in breach of trust.

Corruption: Includes dishonest or fraudulent conduct by those in power, typically involving bribery but extending to any unethical use of entrusted power for private gain.

4. Zero Tolerance for Bribery and Corruption:

MRU adopts a strict zero-tolerance approach to bribery and corruption. It is strictly forbidden for anyone affiliated with the university to engage in, condone, or ignore any form of bribery or corrupt practice, whether it involves government officials, private individuals, or other institutions. The university also forbids facilitation payments (small payments made to secure or expedite routine administrative actions).

5. Gifts and Hospitality:

Offering or accepting gifts, hospitality, or favors may sometimes be part of building good relationships. However, these should only be modest and appropriate under the circumstances, ensuring they do not influence any decisions or actions related to the university's operations. In any situation, the following guidelines apply:

Permitted Gifts: Small tokens of appreciation or hospitality not exceeding a modest value (e.g., items under ₹2,000).

Prohibited Gifts: Cash, loans, lavish gifts, or any item of significant value that may create a perception of obligation or preferential treatment.

6. Conflict of Interest:



All MRU staff and faculty must avoid any situation where personal interests conflict or appear to conflict with the university's interests. Any potential conflicts must be disclosed promptly. This includes business dealings, investments, or personal relationships that could improperly influence university decisions or actions.

7. Third-Party Relationships:

Vendors, contractors, and other third parties dealing with MRU must adhere to the same high ethical standards. MRU requires rigorous due diligence to ensure that third parties are not involved in bribery or corruption. All contracts with external parties should include clauses prohibiting corrupt practices and allowing MRU to terminate agreements if any breach is identified.

8. Reporting and Whistleblowing Mechanism:

MRU encourages all staff, students, and external partners to report any concerns related to bribery or corruption. Anonymity will be respected, and those reporting will be protected from retaliation. The university has established multiple channels to allow for secure and confidential reporting, including a dedicated whistleblower hotline and email.

9. Responsibilities:

University Leadership: Responsible for overseeing policy compliance and ensuring the implementation of appropriate preventive and corrective measures.

Compliance Officers: Designated individuals responsible for monitoring adherence to this policy, providing training, and investigating any suspected breaches.

All Employees and Students: Required to understand, follow, and promote ethical practices as outlined in this policy.

10. Disciplinary Actions:

Any violation of this policy will result in disciplinary actions, which may include termination of employment, expulsion from the university, cancellation of contracts, or legal proceedings. The severity of the penalty will depend on the nature of the violation and the impact on the university. Deciding authority will rest with the Vice-Chancellor.

11. Training and Awareness:

MRU will provide ongoing training and awareness programs for all employees, students, and partners to ensure a clear understanding of anti-bribery and anti-corruption practices. This will include specific guidance on how to identify and avoid risks related to bribery and corruption in their daily operations.

12. Monitoring and Review:

This policy will be subject to periodic review by the university's Committee constituted by the competent authority to ensure its relevance and effectiveness. Necessary amendments will be made in line with changes in legislation or the operating environment.

13. Conclusion:



Manav Rachna University is committed to maintaining the highest standards of integrity, transparency, and ethical conduct. By fostering a culture of compliance and accountability, MRU aims to create a safe, fair, and corruption-free environment for all.

