



# Chhatrapati Shahu Ji Maharaj University Kanpur

## Anti-Bribery and Anti-Corruption Policy

  
REGISTRAR  
Chhatrapati Shahu Ji Maharaj University,  
Kanpur

## Anti-Bribery and Anti-Corruption Policy

### 1. Introduction:

Chhatrapati Shahu Ji Maharaj University, Kanpur is committed to upholding the highest standards of integrity, transparency, and ethical conduct in all its operations. As part of this commitment, the university maintains a strong stance against bribery and corruption. This policy sets forth the principles, guidelines, and procedures that govern the prevention, detection, and reporting of bribery and corruption within the university.

### 2. Policy Statement:

CSJM University prohibits all forms of bribery and corruption, whether committed directly or indirectly by any member of the university community, including employees, students, contractors, and agents acting on behalf of the university. We are dedicated to fostering a culture of integrity, fairness, and accountability, ensuring compliance with all applicable anti-bribery and corruption laws and regulations.

### 3. Responsibility:

**3.1 Senior Management:** The university's senior management is responsible for establishing and promoting a robust anti-bribery and corruption culture. They shall provide leadership, allocate necessary resources, and oversee the effective implementation of this policy.

**3.2 Employees and Students:** All individuals associated with CSJM University are responsible for adhering to this policy. They must familiarize themselves with its contents, report any suspected violations, and actively support efforts to prevent and detect bribery and corruption.

### 4. Prohibited Activities:

**4.1 Bribery:** No member of the university community shall offer, promise, give, solicit, or accept any form of bribe or improper advantage to improperly influence decisions or gain undue advantage.

**4.2 Kickbacks and Improper Gifts:** Offering or accepting kickbacks, commissions, or improper gifts to influence decisions or gain an unfair advantage is strictly prohibited.

**4.3 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.

### 5. Due Diligence:

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

  
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## **6. Reporting:**

**Reporting Channels:** The university encourages all individuals to promptly report any suspected or actual incidents of bribery or corruption through confidential reporting channels, such as a designated email address, hotline, or reporting mechanism.

**Whistle-blower Protection:** CSJM University is committed to protecting whistle-blowers from retaliation, discrimination, or adverse consequences as a result of their reporting. Any form of retaliation against whistle-blowers is strictly prohibited and will be subject to disciplinary action.

## **7. Investigation and Enforcement:**

CSJM 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. The university also reserves the right to take legal action against any individual or entity involved in bribery or corruption.

## **8. Training and Awareness:**

The university provides regular training and awareness programs to educate employees, students, and relevant stakeholders about the risks of bribery and corruption, the requirements of this policy, and their individual responsibilities in maintaining a corruption-free environment. Training sessions cover topics such as identifying red flags, reporting procedures, and ethical decision-making.

## **9. Monitoring and Review:**

CSJM University periodically reviews and monitors the effectiveness of this policy to ensure its continued relevance and alignment with evolving legal and regulatory requirements. Feedback from stakeholders, audit findings, and emerging trends in bribery and corruption are taken into consideration during the review process.

## **10. Communication and Transparency:**

CSJM University is committed to communicating this policy to all stakeholders effectively. The policy is accessible to all members of the university community through various channels, including the university website. Additionally, the university promotes transparency by providing regular updates on anti-bribery and corruption initiatives and outcomes.

## **11. Continuous Improvement:**

CSJM University is dedicated to continuous improvement in its anti-bribery and anti-corruption efforts. The university encourages feedback from stakeholders and actively seeks opportunities to enhance its policies, procedures, and practices in preventing and combating bribery and corruption.

  
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