



2024

Shree Guru Gobind Singh Tricentenary (SGT) University

Anti-Bribery and Corruption Policy



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Version: 1.0

Responsible Office: Registrar

Review Cycle: Every 2 years

Dare of Issue: 12th February 2024

Policy Review Date: 12th Feb 2026

1. Preamble

SGT University is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all its operations. The University adopts a **zero-tolerance policy towards bribery and corruption**, in line with national regulations and global best practices. This policy applies to all employees, students, vendors, contractors, collaborators, and other stakeholders associated with the university.

2. Purpose

The purpose of this policy is to:

- Prevent, detect, and address any acts of bribery and corruption.
- Promote a culture of accountability and fairness.
- Ensure compliance with applicable laws including the **Prevention of Corruption Act, 1988**, and **UGC regulations**.
- Protect the integrity of academic, research, and administrative functions.

3. Scope

This policy applies to:

- All university employees (academic and non-academic)
- Students and research scholars
- Governing and statutory bodies
- Vendors, suppliers, consultants, and service providers
- Collaborating institutions and external stakeholders

4. Definition of Bribery and Corruption

- **Bribery:** Offering, giving, receiving, or soliciting any item of value to influence the actions of an official or other person in charge of a public or legal duty.



- **Corruption:** Abuse of entrusted power for private gain, including fraud, embezzlement, nepotism, misuse of authority, or manipulation of systems for personal benefit.

5. Prohibited Practices

- Accepting or offering bribes in any form (cash, gifts, favours, services)
- Manipulation of admissions, marks, or appointments for personal gain
- Facilitating corruption through third-party vendors or contractors
- Retaliation against whistleblowers

6. Responsibilities

- **University Officials** must promote a culture of ethics, monitor compliance, and lead by example.
- **Employees and Students** must report any suspected instances of bribery or corruption to the office of Registrar/ **Internal Grievance Cell**
- **Vendors/Partners** must sign anti-corruption compliance clauses in agreements with the university.

7. Reporting Mechanism

SGT University ensures a secure and confidential platform for reporting any unethical behaviour or suspicious activity:

- Reports may be submitted to the **Internal Grievance Cell** or **Internal Complaint Committee**.
- Reports will be investigated fairly, and anonymity of the whistleblower will be protected under the **Whistleblower Protection Guidelines**.

8. Disciplinary Action

Anyone found to be in violation of this policy shall be subject to strict disciplinary action, including:

- Termination or suspension from service
- Cancellation of student enrolment
- Legal action as per IPC or Prevention of Corruption Act
- Blacklisting of vendors or collaborators

9. Awareness and Training

- All employees and students shall undergo **mandatory orientation or training** on ethical conduct and anti-corruption practices.



- This policy shall be available on the university website and included in handbooks, tender documents, and vendor contracts.

10. Policy Review

This policy shall be reviewed in every two years by the Internal Quality Assurance Cell (IQAC) in consultation with the University Ethics Committee to ensure relevance and compliance with evolving legal and regulatory standards.