

# Anti-Bribery and Corruption Policy

## 1. Introduction

The University of Lucknow is committed to upholding the highest standards of ethics, integrity, and transparency in all its activities and relationships. This Anti-Bribery and Corruption Policy is designed to prevent bribery, corruption, and unethical practices in any form within the university's operations and interactions with external parties.

## 2. Policy Statement

- a. The University of Lucknow prohibits all forms of bribery, corruption, or any other unethical behavior in any aspect of its operations.
- b. All members of the university community, including students, staff, faculty, contractors, and visitors, are required to comply with this policy.

## 3. Definitions

- a. **Bribery:** Bribery refers to the offering, promising, giving, soliciting, or accepting of any undue advantage, financial or otherwise, to influence or reward the actions or decisions of individuals in a manner that is unethical or illegal.
- b. **Corruption:** Corruption includes any abuse of entrusted power or position for personal gain or to benefit others unlawfully, leading to a breach of integrity, honesty, and trust.

## 4. Prohibited Conduct

The following behaviors are strictly prohibited under this policy:

- a. Offering, promising, or giving bribes to any individual or entity to obtain or retain business or any other improper advantage.
- b. Requesting, accepting, or receiving bribes or undue advantages to influence actions or decisions.
- c. Misusing university resources, positions, or authority for personal gain or to benefit others inappropriately.
- d. Engaging in corrupt practices, embezzlement, fraud, or any other dishonest activities.

## 5. Gifts and Hospitality

- a. The University of Lucknow acknowledges that the exchange of gifts and hospitality may occur in the normal course of business and relationships.
- b. However, gifts and hospitality should not be excessive, frequent, or offered with the expectation of receiving undue advantages in return.
- c. All gifts and hospitality must be recorded and approved as per university guidelines.

## 6. Reporting 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: Office of the Dean, Student Welfare
- For staff and faculty: Proctor, registrar, Vice Chancellor or immediate supervisor.
- For visitors and contractors: Office of the University Administration or designated contact person.

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

## **7. Investigation and Disciplinary Action**

a. Upon receiving a complaint, the university will conduct a thorough and impartial investigation into the allegations.

b. If bribery, corruption, or unethical conduct is substantiated, appropriate disciplinary action will be taken, which may include termination of employment or contractual relationships.

## **8. Compliance Training**

The University of Lucknow will provide regular anti-bribery and corruption training to all members of the university community to raise awareness and promote compliance with this policy.

## **9. Cooperation with Authorities**

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

## **10. Conclusion**

The Anti-Bribery and Corruption Policy of the University of Lucknow reflect our commitment to maintaining the highest standards of ethics and integrity. By adhering to this policy, we aim to prevent and combat bribery and corruption, creating a culture of trust, accountability, and transparency in all our endeavors.