



Tezpur University Anti-Bribery and Anti-Corruption Policy, 2024

1. Introduction

Tezpur University is committed to upholding the highest standards of ethical conduct and integrity.

This policy, named “**THE TEZPUR UNIVERSITY ANTI-BRIBERY AND ANTI CORRUPTION POLICY, 2024**”, is an effort to combat bribery and corruption in all forms and provides guidelines for compliance with applicable laws and regulations such as the Prevention of Corruption Act, 1988 (Act No. 49 of 1988).

Every employee is responsible for adhering to this policy and contributing to a culture of honesty, transparency, and accountability.

2. Scope

This policy applies to all individuals involved in work or services for Tezpur University, whether directly or indirectly, including all faculty members, staff, research scholars, students, agency workers, contractors, consultants, volunteers, and interns, among others, in the Tezpur University campus. It extends to all our operations, activities, and relationships, whether within or outside the university premises.

3. Policy Statement

At Tezpur University, we are determined to conduct our business with integrity, transparency, and accountability. Tezpur University prohibits all forms of bribery and direct or indirect corruption in any aspect of its operations. We are committed to:

- Conducting business fairly, honestly, and ethically.
- Zero tolerance towards bribery and corruption, regardless of the perceived benefits or circumstances.

- We provide employees with appropriate training and resources to recognize and prevent bribery and corruption.
- Strict adherence to anti-bribery and corruption laws. The offence of bribery for this policy is understood as per the statutory definition provided under Section 171 B of the Indian Penal Code, 1860 which reads as under:

(1) Whoever—

(i) gives a gratification to any person with the object of inducing him or any other person to exercise any electoral right or of rewarding any person for having exercised any such right; or

(ii) accepts either for himself or for any other person any gratification as a reward for exercising any such right or for inducing or attempting to induce any other person to exercise any such right; commits the offence of bribery: Provided that a declaration of public policy or a promise of public action shall not be an offence under this section.

(2) A person who offers, or agrees to give, or offers or attempts to procure, a gratification shall be deemed to give a gratification.

(3) A person who obtains or agrees to accept or attempts to obtain a gratification shall be deemed to accept a gratification and a person who accepts a gratification as a motive for doing what he does not intend to do, or as a reward for doing what he has not done, shall be deemed to have accepted the gratification as a reward.

Along with the above, the Prevention of Corruption Act, 1988 also plays a crucial role in shaping the ethical climate and operational practices at Tezpur University, ensuring that it upholds the highest standards of integrity and accountability in its functioning.

4. Responsibilities

At Tezpur University, all individuals are encouraged to promptly report any suspicions or apprehensions regarding bribery or corruption to the appropriate authority. The prevention, detection, and reporting of bribery and other forms of corruption are collective responsibilities shared by everyone affiliated with the University or operating under its authority. All members must refrain from engaging in any activities that could potentially lead to or imply a violation of this policy.

5. Gifts and Hospitality

Employees must not offer, give, receive, or solicit gifts or hospitality if it could be perceived as an attempt to influence business decisions improperly.

All gifts and hospitality offered or received must be of modest value, appropriate, and transparently recorded.

6. Reporting

Any University community member who suspects or witnesses any act of bribery, corruption, or unethical behaviour must report the incident promptly to the appropriate authorities.

Tezpur University will thoroughly investigate all bribery and corruption reports and take appropriate disciplinary action, including termination of employment and legal proceedings.

7. Compliance and Monitoring

Tezpur University will regularly review and update this policy to ensure its effectiveness and relevance.

Compliance with this policy will be monitored regularly, and appropriate measures will be taken to address any breaches.

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.