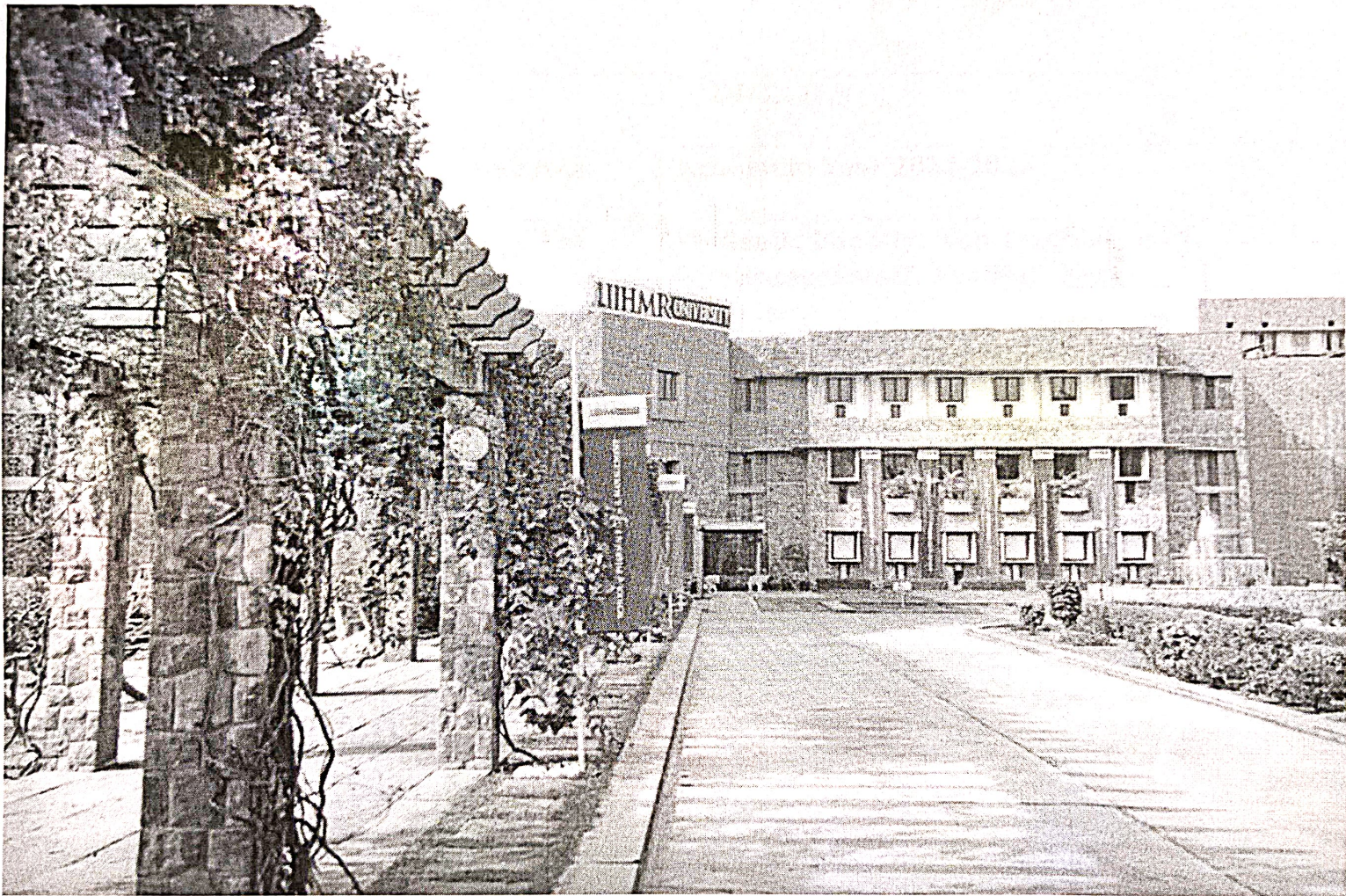




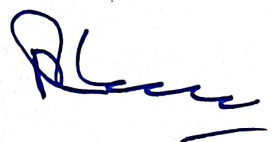
Policy on Anti-Bribery and Corruption



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Policy on Anti-Bribery and Corruption

S.No.	DETAILS	
1	Policy Effective From	Academic Year 2024-2025
2	Policy Applicable For	Students, Faculty, Non-teaching staff, Contractual staff, Vendors, Service providers
3	Purpose of Policy	To prevent bribery and corruption and promote ethical, transparent conduct across IIHMR University



PREAMBLE

IIHMR University, Jaipur is committed to conducting all its academic, research, administrative and financial activities with integrity, transparency and accountability. Bribery and corrupt practices are inconsistent with the University's values of honesty, fairness and responsible stewardship, and can seriously damage public trust.

In line with applicable laws and good governance practices, the University adopts this Anti-Bribery and Corruption Policy to clearly state that bribery and corruption are not tolerated in any form. This policy complements institutional policies on procurement, whistle-blowing, conflict of interest and financial regulations.

1. PURPOSE AND SCOPE

The policy aims to:

- Express the University's zero-tolerance stance on bribery and corruption.
- Provide clear guidance on acceptable and unacceptable conduct.
- Establish mechanisms for prevention, reporting and response.
- Protect individuals who refuse to participate in or who report corrupt acts in good faith.

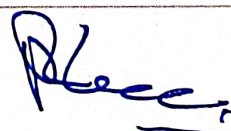
This policy applies to all employees (faculty, staff, contractual and project staff), students and research scholars acting on behalf of the University, as well as vendors, contractors, consultants, partners and other third parties associated with IIHMR University, across on-campus, off-campus and online activities.

2. KEY DEFINITIONS

- Bribery: Offering, giving, requesting or accepting any undue advantage (financial or non-financial) as an incentive or reward for influencing an act related to one's position in the University.
- Corruption: Abuse of entrusted power or position for private gain or for the benefit of a third party, including bribery, kickbacks, embezzlement, favouritism, nepotism, fraud or misuse of confidential information.
- Undue advantage: Any benefit not legitimately due, such as cash, gifts, hospitality, travel, discounts, employment opportunities, admissions, grades or confidential information.
- Facilitation payment: Small, unofficial payments made to speed up routine services; these are prohibited under this policy.

3. PROHIBITED CONDUCT

The following are strictly prohibited:



- Offering, giving or authorising any bribe, kickback or undue advantage to influence decisions on admissions, examinations, grading, recruitment, promotion, procurement, contracts or research approvals.
- Requesting, agreeing to receive or accepting any such advantage in connection with University duties.
- Making facilitation payments to public officials or others to expedite routine processes.
- Manipulating procurement, tendering or vendor selection processes, including collusion, bid-rigging or falsification of documents.
- Misusing University funds or assets for personal benefit, including false claims or altered records.
- Concealing, altering or destroying information or records related to suspected bribery or corruption.

These prohibitions apply both to direct and indirect actions, including those done through family members, friends or intermediaries.

4. GIFTS, HOSPITALITY AND DONATIONS

Gifts and hospitality must never be used—or appear to be used—to influence decisions.

- Only modest, reasonable and infrequent gifts and hospitality, aligned with University norms, may be accepted or offered.
- Cash or cash-equivalent gifts are not permitted.
- Particular caution must be exercised in dealings with current or potential vendors, contractors, consultants or job applicants.
- Any offer that seems excessive, inappropriate in timing (e.g., during a tender or recruitment process) or likely to create a sense of obligation should be declined and, where appropriate, reported.
- Charitable donations or sponsorships in the University's name must follow authorised procedures and must not disguise bribery.

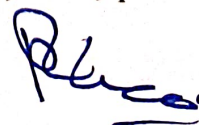
5. PREVENTION, REPORTING AND INVESTIGATION

The University will maintain clear procedures for procurement, recruitment, admissions, examinations and financial management, including appropriate approvals, documentation and record-keeping.

Any person who becomes aware of suspected bribery or corruption is encouraged to report it promptly:

- To an immediate supervisor, Dean, Head of Department or the Registrar, or
- Through the University's whistle-blower mechanism, using the notified confidential channels.

Reports should provide factual details such as the nature of concern, dates, persons involved and any supporting documents or witnesses.



All reports will be taken seriously. A preliminary review will determine whether the matter falls under this policy and what further enquiry is needed. Where an investigation is initiated, it will be conducted impartially, giving concerned parties an opportunity to be heard. Findings and recommendations will be placed before the competent authority for decision.

If allegations are substantiated, the University may impose disciplinary measures as per rules, seek recovery of losses, terminate contracts or, where necessary, refer the matter to law-enforcement or regulators.

6. PROTECTION AND CONFIDENTIALITY

No person will be subjected to retaliation or unfair treatment for:

- Refusing to participate in bribery or corruption.
- Raising a concern or making a report in good faith.
- Assisting in an enquiry or providing evidence.

Any act of intimidation, threat or adverse action linked to such reporting will itself be treated as misconduct and may attract disciplinary action.

The University will take reasonable steps to protect the identity of reporters and the confidentiality of information, consistent with the need for a fair and effective enquiry and compliance with legal obligations. Protection does not extend to knowingly false or malicious allegations.

7. AWARENESS AND REVIEW

The policy will be made available on the University website and induction materials. Key staff and students will be oriented on bribery and corruption risks and on how to raise concerns.

This policy will be reviewed periodically, or earlier if required by changes in law or institutional experience, and any revisions will follow the University's standard approval process.

