



Anti-Corruption and Anti-Bribery Policy of JSS Academy of Higher Education & Research

Preamble:

JSS Academy of Higher Education & Research (JSS AHER) is committed to upholding the highest standards of integrity, transparency, and ethical conduct. This Anti-Corruption and Anti-Bribery Policy outlines our dedication to preventing corruption and bribery in all aspects of our university's operations and interactions.

Policy Statement:

JSS AHER prohibits all forms of corruption and bribery, both within the university and in its dealings with external entities. We affirm our commitment to maintaining a corruption-free environment that ensures fairness, accountability, and trust in all our actions.

Objectives:

- a. **Prevention of Corruption:** JSS AHER aims to prevent corruption in any form, including but not limited to bribery, embezzlement, fraud, kickbacks, and any misuse of authority or resources.
- b. **Zero Tolerance:** The university maintains a zero-tolerance approach to corruption and bribery, regardless of the rank or position of the individuals involved.
- c. **Transparency and Accountability:** JSS AHER will promote transparency and accountability in all financial transactions, procurement processes, and decision-making to minimize corruption risks.
- d. **Awareness and Education:** Regular awareness and education programs will be conducted to inform all members of JSS AHER and other related stakeholders about the consequences of corruption and bribery and their role in preventing such practices.

Prohibited Conduct:

The following conduct is strictly prohibited at JSS AHER:

- a. Offering, soliciting, or accepting bribes, kickbacks, or any unlawful payments, whether monetary or non-monetary, to influence decisions or actions.
- b. Misusing university funds, resources, or authority for personal gain or benefit.
- c. Engaging in fraudulent practices or embezzlement of university funds or assets.
- d. Colluding with external entities for illicit gain or advantage.

Reporting Mechanism:

JSS AHER will establish a confidential and accessible reporting mechanism for reporting incidents of corruption, bribery, or suspected unethical conduct. Individuals who encounter or witness such behavior are encouraged to report it promptly to the appropriate authority.

Investigation and Disciplinary Actions:

All reported incidents will be promptly and impartially investigated by a designated committee. If corruption or bribery is confirmed, appropriate disciplinary actions will be taken against the involved parties, following the university's code of conduct and relevant policies.

Protection of Whistleblowers:

JSS AHER will ensure protection for individuals who report incidents of corruption or bribery in good faith. Whistleblowers will be safeguarded against retaliation or adverse actions.

Partners and External Entities:

JSS AHER expects all external entities, including vendors, contractors, and partners, to adhere to similar standards of anti-corruption and anti-bribery principles when interacting with the university.

Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from staff, faculty, students, and other stakeholders will be sought to evaluate the policy's impact and identify areas for improvement.

JSS AHER is committed to fostering a culture of integrity, transparency, and accountability. By adhering to this Anti-Corruption and Anti-Bribery Policy, we reinforce our dedication to promoting ethical behavior and ensuring the highest standards of governance within our university.

Date of Implementation: 11.04.2021

Date of Last Review: 11.04.2023

Date for Next Review:11.04.2026



A handwritten signature in blue ink, appearing to read "A. S. Srinivasan".

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