

# **Anti-Bribery and Anti-Corruption Policy**



**Harcourt Butler Technical University**

**Kanpur**



हरकोर्ट बटलर प्राविधिक विश्वविद्यालय

नवाबगंज, कानपुर - 208002, उ.प्र., भारत

HARCOURT BUTLER TECHNICAL UNIVERSITY

NAWABGANJ, KANPUR - 208002, U.P., INDIA

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100+  
YEARS  
1921 - 2021



## 1. Purpose and Scope

Harcourt Butler Technical University (HBTU), Kanpur, is committed to maintaining the highest standards of integrity, transparency, and ethical conduct. This Anti-Bribery and Anti-Corruption (ABAC) Policy aims to prevent bribery and corruption in all university activities and interactions, including those with students, faculty, staff, vendors, contractors, and government agencies. This policy applies to all employees, students, governing body members, and third parties associated with the university.

## 2. Definitions

- **Bribery:** Offering, giving, receiving, or soliciting anything of value to influence an official act or decision.
- **Corruption:** Abuse of entrusted power for private gain.
- **Facilitation Payments:** Small, unofficial payments made to expedite routine governmental actions.
- **Kickbacks:** Payments made to obtain a business advantage or favor.

## 3. Prohibited Conduct

HBTU strictly prohibits:

- Offering or accepting bribes, kickbacks, or facilitation payments.
- Engaging in fraudulent activities or conflicts of interest.
- Misusing university funds for personal or unethical purposes.
- Engaging in any form of favoritism or nepotism.



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## 4. Responsibilities

The University encourages all members of the community to report any suspected incidents of bribery or corruption to Head of department or the Registrar's office. The concerned personnel will investigate all reported incidents promptly and thoroughly. The report will then be submitted to the Vice-Chancellor for further action. Individuals who report bribery or corruption in good faith will be protected from retaliation/detrimental treatment. All members of the university fraternity, students, and third-party vendors are expected to comply with this policy.

## 5. Reporting and Investigation

Any suspected violations must be reported to the **Internal Compliance Committee (ICC)** or through the university's whistleblower mechanism. Confidentiality and protection from retaliation will be ensured for whistleblowers.

## 6. Consequences of Violations

Violating this policy will be considered a serious offense and results in disciplinary action, up to and including:

- **Students:** Suspension, expulsion, or cancellation of degrees.
- **Faculty, Staff & Administration:** Termination of employment, disciplinary action, or legal proceedings.
- **Vendors & Contractors:** Termination of contracts, blacklisting from future university projects, and potential legal action.

## 7. Training and Awareness

Regular training sessions will be conducted to educate stakeholders on anti-bribery and anti-corruption practices.



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## 8. Policy Review

This policy will be reviewed periodically to ensure compliance with evolving legal and ethical standards.

By adhering to this policy, HBTU reaffirms its commitment to integrity, transparency, and ethical excellence in all its operations.