



UNIVERSITY OF KERALA
കേരളസർവകലാശാല

Anti-bribery & Anti-corruption Policy



Edited & Published by

Prof. (Dr.) Shaji E., Director, IQAC and Team IQAC

Internal Quality Assurance Cell

University of Kerala, Senate House Campus, Thiruvananthapuram - 695034

E-mail : iqac@keralauniversity.ac.in

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DISCLAIMER

This document has been prepared as a guideline to support the smooth functioning of the University of Kerala in relation to the proposed policy theme. It has been developed in alignment with the general requirements and expectations of various accreditation and ranking agencies. While effort has been taken to provide accurate and authentic information, it may be noted that this is not a document which should be relied on as legally undertaken by the University of Kerala. The University's stances on all matters are as duly debated and adopted by the University authorities (the Senate, the Academic Council and the Syndicate). For any final confirmation, a formal communication from the University of Kerala may only be relied on.



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Re-accredited with 'A++' Grade by NAAC



CONTRIBUTORS

Convener

Dr. Josukutty C.A., Professor, Department of Political Science

Members

Dr. Biju A.V., Associate Professor, Department of Commerce

Dr. Rajesh S.V., Assistant Professor, Department of Archaeology

INTERNAL QUALITY ASSURANCE CELL
UNIVERSITY OF KERALA

2026

Anti-bribery and Anti-corruption Policy

1. Policy Statement

The University of Kerala adopts a zero-tolerance approach to bribery and corruption. The University prohibits the offering, giving, soliciting or receiving of bribes or any other improper advantage, whether directly or indirectly, in connection with University activities.

All actions shall be carried out in accordance with applicable laws of India, including but not limited to the Prevention of Corruption Act, 1988, Central/State Vigilance Commission guidelines, University Grants Commission (UGC) regulations, and relevant Government of Kerala rules.

2. Definitions

Bribery means offering, promising, giving, accepting, or soliciting anything of value (financial or otherwise) to improperly influence a decision, action or function.

Corruption includes abuse of entrusted power for private gain, including bribery, extortion, embezzlement, favouritism, nepotism or misuse of authority.

3. Purpose

The University of Kerala is committed to the highest standards of integrity, transparency, accountability, and ethical conduct in all its academic, administrative, financial, research, operational and extension activities. This Anti-Bribery and Anti-Corruption Policy is established to prevent, detect, and address bribery, corruption, fraud and unethical practices in any form, and to promote a culture of honesty and good governance across the University. This is considered fundamental to the highest standards of administration academic achievements and service to the society and students.

4. **Scope and Applicability**

This Policy applies to:

All employees of the University of Kerala, including teaching faculty, non-teaching staff, officers, contractual staff, temporary staff, consultants and interns;

All sections of the University (Academics, Administration, Finance, Exam, Planning and Engineering wing etc.

Members of Authority, Statutory and non-statutory bodies, Committees, Boards, and Councils of the University; Students, research scholars and fellows, where applicable;

Vendors, suppliers, contractors, service providers, agents, intermediaries, partners and any third parties acting on behalf of or in association with the University.

Compliance with this Policy is mandatory.

Third Party means any individual or entity acting for or on behalf of the University.

5. **Prohibited activities**

The following actions are strictly prohibited:

Offering, promising, giving, or authorizing any bribe or improper payment to any person. Soliciting, accepting, or receiving any bribe, kickback, facilitation payment, sexual harassment as quid pro quo, abuse of academic position for personal gain, ghost faculty/research fraud or undue advantage. Accepting gifts, hospitality or benefits that may influence or appear to influence decision-making. Granting undue favours in admissions, examinations, appointments, promotions, procurement, research funding, evaluation, accreditation or any other University process.

Plagiarism related to corruption Manipulating records, accounts, marks, results, tenders, or approvals for personal or third-party benefit. Engaging intermediaries or agents to perform acts that are prohibited under this Policy.

6. Gifts, Hospitality, and Donations

Modest and customary gifts or hospitality of nominal value may be accepted only if they are infrequent, transparent, lawful and do not create a conflict of interest.

Cash or cash equivalents (including gift cards) shall never be accepted.

Gifts or hospitality exceeding prescribed limits (as notified by the University from time to time) must be declared and approved by the competent authority.

Donations, sponsorships and grants shall be accepted only through approved procedures and must not be linked to any improper advantage.

7. Conflict of Interest

All covered persons must avoid situations where personal, financial, or other interests conflict or appear to conflict with the interests of the University. Any actual or potential conflict of interest must be promptly disclosed to the appropriate authority and managed in accordance with University rules.

8. Responsibilities

8.1 University Authorities

Promote ethical conduct and ensure effective implementation of this Policy.

Establish systems and controls to prevent and detect bribery and corruption.

8.2 Employees and Students

Act with integrity and comply with this Policy and applicable laws.

Report any suspected or actual violation promptly.

8.3 Third Parties

Adhere to this Policy while dealing with the University.

Cooperate with audits, inquiries, and investigations.

9. **Reporting**

Any person may report suspected bribery or corruption through designated channels such as the Internal Complaints Committee, Registrar, Vice-Chancellor, Vigilance Officer or any officially notified mechanism.

Reports may be made in good faith and, where permitted, anonymously.

The University prohibits retaliation against any individual who reports concerns in good faith.

10. **Implementation**

All reported concerns shall be promptly and impartially examined. Investigations shall be conducted in accordance with principles of natural justice and confidentiality. Proven violations shall attract disciplinary action, which may include suspension, termination, recovery of losses, cancellation of contracts and reporting to statutory authorities, as applicable. Upon receipt of a complaint, a preliminary assessment shall be conducted to determine credibility and jurisdiction. Investigations shall be conducted confidentially and without undue delay.

A Committee may be constituted to enquire into complaints in accordance with the University rules and the principles of natural justice. The Committee shall be constituted by the Syndicate of the University and may include the Vice-Chancellor and such members of the Syndicate as may be decided by the Syndicate.

11. **Record-Keeping**

- Accurate and complete records must be maintained for all financial and administrative transactions.
- No undisclosed, unrecorded, or off-the-books accounts are permitted.
- Regular audits and reviews shall be conducted to ensure compliance.

12. Training and Awareness

The University shall periodically conduct training, orientation and awareness programs for employees, students and relevant stakeholders to promote understanding and compliance with this Policy.

13. Review and Amendment

This Policy shall be reviewed periodically and may be amended by the competent authority of the University of Kerala to reflect changes in law, regulations or institutional requirements.

INTERNAL QUALITY ASSURANCE CELL

UNIVERSITY OF KERALA

IQAC Constitution

01. The Vice-Chancellor (Chairman)
 02. The Pro Vice-Chancellor (Vice-Chairman)
 03. Dr. S. Nazeeb, Member, Syndicate
 04. Prof. (Dr.) K.G. Gopchandran, Member, Syndicate
 05. The Registrar
 06. The Finance Officer
 07. The Vice-Chairman, Credit & Semester System
 08. The Director, Computer Centre
 09. The Chairman, Kerala University Departments Union
 10. The Chairman, Kerala University Research Students Union
 11. Dr. Unnikrishnan S. M., Vice-President,
International Business & Strategic Planning, HLL Lifecare Ltd.
 12. Mr. Jagan Sebastian George, State Nodal Officer and Research Officer, RUSA
 13. Dr. R. Vasanthagopal, Senior Professor & Head, Institute of Management in Kerala
 14. Dr. Meena T. Pillai, Senior Professor & Head, Institute of English
 15. Dr. Jayachandran R., Senior Professor, Department of Hindi
 16. Dr. Bijukumar A., Senior Professor & Head, Department of Aquatic Biology & Fisheries
 17. Dr. Shaji A., Professor & Head, Department of History
 18. Dr. C. N. Vijayakumari, Professor & Head, Department of Sanskrit
 19. Dr. R.B. Binoj Kumar, Professor, Department of Geology
 20. Dr. Sheeja S.R., Professor & Head, Department of Economics
 21. Dr. Swapna T.S., Professor & Head (i/c), Department of Biotechnology
 22. Dr. Noushad V., Assistant Professor & Head, Department of Arabic
 23. Dr. Rajesh S.V., Assistant Professor, Department of Archaeology
 24. Dr. Ani Deepthi, Assistant Professor & Head, Department of Chemistry
 25. Dr. Manju S. Nair, Professor, Department of Economics (Joint Director, IQAC)
 26. Dr. Shaji E., Professor, Department of Geology (Director, IQAC)
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