

UNIVERSAL AI UNIVERSITY, KARJAT

Anti-Bribery and Anti-Corruption Policy

Universal AI University is committed to conducting all its academic, administrative, financial, research, and operational activities with the highest standards of integrity, transparency, accountability, and ethical conduct. The University adopts a **zero-tolerance approach** towards bribery, corruption, fraud, and unethical practices.

This Policy aims to prevent and prohibit all forms of bribery and corruption while ensuring compliance with applicable laws of India, University Statutes, Ordinances, Regulations, and other governing provisions.

1. Objectives

The objectives of this Policy are to:

- i) Promote ethical and transparent practices across the University.
- ii) Prevent bribery, corruption, fraud, and abuse of authority.
- iii) Protect the integrity of academic and administrative processes.
- iv) Ensure fair and impartial decision-making.
- v) Promote accountability and good governance.
- vi) Ensure compliance with applicable legal and regulatory requirements.

2. Definitions

Bribery: Offering, giving, requesting, accepting, or receiving any money, gift, favour, service, hospitality, or other benefit to improperly influence a decision or obtain an unfair advantage.

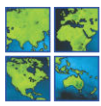
Corruption: Misuse of entrusted authority, position, or University resources for personal gain or to provide an improper benefit to another person or organization.

Conflict of Interest: A situation where personal, financial, or other interests interfere, or appear to interfere, with an individual's official responsibilities or decision-making.

3. Scope

This Policy applies to all University activities, including but not limited to:

- i) Student admissions
- ii) Recruitment and promotions
- iii) Procurement and purchasing
- iv) Research grants and consultancy
- v) Examinations and evaluation
- vi) Scholarships and financial assistance
- vii) Contracts and vendor selection
- viii) Financial transactions



- ix) Collaborations, partnerships, and sponsorships
- x) Any academic or administrative decision-making process

4. Prohibited Conduct

No stakeholder shall directly or indirectly:

- i) Offer, solicit, or accept any form of bribe or illegal gratification.
- ii) Offer gifts, payments, or benefits to influence University decisions.
- iii) Misuse University funds, property, facilities, information, or other resources for personal gain.
- iv) Engage in fraud, embezzlement, forgery, falsification of records, or financial irregularities.
- v) Participate in collusion, kickbacks, or any arrangement intended to obtain an unfair advantage.
- vi) Make facilitation payments to expedite official processes unless such payments are specifically permitted by law.
- vii) Conceal or fail to disclose any actual or potential conflict of interest.

5. Gifts, Hospitality and Sponsorships

Reasonable gifts, hospitality, or ceremonial courtesies may be accepted or offered only when they:

- i) Are modest in value and customary.
- ii) Do not influence, or appear to influence, official decisions.
- iii) Are transparent and appropriately recorded where required.

Cash or cash equivalents and extravagant gifts intended to obtain favourable treatment are strictly prohibited.

All sponsorships, donations, and contributions shall serve genuine educational, research, or community objectives and shall be duly approved, transparent, and properly documented.

6. Dealings with Third Parties

The University expects all contractors, consultants, vendors, suppliers, collaborators, and business partners to maintain ethical standards consistent with this Policy.

Appropriate due diligence shall be undertaken before entering into significant agreements, and all third parties shall comply with applicable laws and the University's ethical standards.

7. Compliance and Awareness

The University shall promote awareness of ethical practices through orientation programmes, workshops, training sessions, and periodic communication to ensure that stakeholders understand their responsibilities under this Policy.

8. Violations and Disciplinary Action

Any violation of this Policy should be treated as serious misconduct and may result in disciplinary action in accordance with university rules and applicable laws.

Such action may include:

- i) Warning or reprimand
- ii) Suspension from academic or administrative responsibilities
- iii) Termination of employment or contractual engagement
- iv) Expulsion of students
- v) Cancellation of contracts
- vi) Recovery of financial losses, where applicable
- vii) Initiation of civil or criminal proceedings under applicable law

9. Policy Review

This Policy shall be reviewed periodically, or whenever required due to changes in applicable laws, regulations, or University governance requirements, to ensure its continued relevance and effectiveness.

Universal AI University is committed to fostering an environment based on integrity, fairness, transparency, and accountability. Every stakeholder is expected to uphold these values and contribute to maintaining a corruption-free academic and administrative ecosystem.

