



## NED University of Engineering and Technology, Karachi. **Anti-Bribery and Anti-Corruption Policy**

### **Purpose**

NED University of Engineering & Technology is committed to upholding the highest standards of ethics, integrity, and transparency in all aspects of its operations. This Anti-Bribery and Corruption Policy aims to prevent bribery and corrupt practices within the university and sets forth guidelines to promote ethical behavior and comply with applicable laws and regulations.

### **Scope**

This policy applies to all faculty members, employees, contractors, consultants, agents, and any other individuals acting on behalf of NED University.

### **Policy Statement**

- a. **Zero Tolerance for Bribery and Corruption:** The University strictly prohibits any form of bribery, corruption, or facilitation payments, whether direct or indirect, in any business transactions or activities.
- b. **Compliance with Laws:** All members of the university community must comply with all applicable anti-bribery and corruption laws and regulations, both within Pakistan and internationally.
- c. **Gifts and Hospitality:** Accepting or offering gifts, entertainment, or hospitality that could influence or be perceived to influence decision-making is prohibited. Gifts and hospitality must be of modest value, transparent, and in compliance with applicable laws and regulations.
- d. **Donations and Sponsorships:** Donations and sponsorships must be made openly, with no expectation of favorable treatment in return.
- e. **Third-Party Due Diligence:** Before engaging third-party entities such as suppliers, contractors, or agents, the university shall conduct due diligence to assess their integrity and compliance with anti-bribery and corruption standards.
- f. **Political Contributions:** The university shall not make any political contributions that could be seen as an attempt to gain undue advantage.
- g. **Facilitation Payments:** Facilitation payments, often referred to as "grease payments," are small sums paid to expedite routine actions or services. Such payments are strictly prohibited.
- h. **Record Keeping:** Accurate and transparent records of all transactions and dealings must be maintained to facilitate monitoring and auditing.



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### **Reporting and Whistleblower Protection**

- a. Any individual who becomes aware of a potential breach of this policy must report it immediately to their supervisor, manager, or the university's designated authority.
- b. NED University ensures that whistleblowers are protected from retaliation, and all reports will be treated confidentially.

### **Consequences of Breach**

- a. Any violation of this policy will be subject to disciplinary action, which may include termination of employment, legal action, or any other appropriate measures.
- b. Violations may be reported to the appropriate authorities for further investigation and prosecution.

### **Leadership Commitment**

The leadership of NED University of Engineering & Technology is committed to promoting a culture of integrity, transparency, and compliance with this Anti-Bribery and Corruption Policy throughout the institution.

### **Responsibilities**

**The University Leadership (Vice Chancellor, Pro-Vice Chancellor and Deans)** is responsible to review, revise and approve the Anti-bribery and Corruption Policy and enforce it in the university under the defined boundaries of the University Act. The leadership is also responsible for recommending penalties and punishment to the individual, groups or teams found to be convicted in bribery or corruption after the due enquiry and legal consultation, if found within the act, statutes or regulation of the university. Otherwise, the case will be forwarded to provincial or federal investigation agencies as per the law of Pakistan.

**The Registrar of the University** is responsible for implementing the Anti-Bribery and Corruption Policy and related policies and procedures within the university. The Registrar is also responsible for managing and reporting the cases related to the policies to the leadership and statutory bodies of the university.

**Director QEC** is responsible for ensuring the effective implementation of the policy through the process audits and reviews of the cases and will ensure that all employees and associated persons are communicated about the policy.

### **Assessing Effectiveness of Academic Freedom Policy**

Effectiveness of this Policy will be essentially monitored to ensure that the policy is working effectively. The Registrar Office will monitor annually and publish details of:



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- Details and Statistics of the cases related to the policy.
- Actions and decisions taken to control against the bribery and corruption.

### **Review**

The policy will be reviewed after every two year during the preparation of effectiveness of policy.

If you have any questions regarding the content of this statement or would like any further information, please contact:

**Director Quality Enhancement Cell (QEC),**

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