



# **BITS Pilani**

Pilani | Dubai | Goa | Hyderabad | Mumbai

**BIRLA INSTITUTE OF TECHNOLOGY & SCIENCE  
(BITS)PILANI  
("INSTITUTE")**

**ANTI-BRIBERY & ANTI-CORRUPTION**

**POLICY & GUIDELINES**

BITS Pilani is committed to conducting its affairs with utmost integrity and transparency. As an institution of higher learning, we are dedicated to fostering a culture that strictly prohibits bribery and corruption in any form. This policy outlines the principles and guidelines that every member of the BITS Pilani community, including faculty, staff, students, contractors, and stakeholders, must adhere to when interacting with internal and external parties.

BITS Pilani prohibits any form of bribery, corruption, or unethical behavior, both in our domestic and international operations. We uphold the highest standards of honesty, fairness, and integrity in all our dealings. The aim of this policy is to prevent, detect, and deter any attempts to engage in bribery or corruption within the institution and its associated entities.

### **Scope**

This policy applies to all individuals associated with BITS Pilani, including but not limited to:

- Faculty members
- Staff, including temporary and contract workers
- Students
- Vendors and suppliers
- Contractors and consultants
- Agents and representatives
- Donors and sponsors
- Any other external parties dealing with BITS Pilani

### **Definitions**

- **Bribery:** Offering, promising, giving, accepting, or soliciting anything of value, including gifts, money, benefits, or advantages, to improperly influence a person's actions or decisions.<sup>[1]</sup><sub>[SEP]</sub>
- **Corruption:** Misusing power or authority, engaging in dishonest practices, or abusing one's position for personal gain or to benefit someone else.<sup>[1]</sup><sub>[SEP]</sub>

### **Prohibited Activities**

The following activities are strictly prohibited under this policy:

- a. Offering, giving, or accepting bribes or facilitation payments to/from any individual or entity, whether public or private.
- b. Using BITS Pilani's funds, assets, or resources for illegal or unethical purposes.
- c. Engaging in any activity that might lead to a conflict of interest between personal interests and those of BITS Pilani.
- d. Participating in any form of corruption, such as embezzlement, kickbacks, or any other illicit practices.
- e. Circumventing internal controls or misrepresenting financial records.
- f. Making donations or contributions with the intention of gaining undue advantages.
- g. Accepting lavish gifts, favors, or entertainment that may influence decision-making.
- h. Involvement in any form of money laundering or fraudulent activities.

## **Reporting and Whistleblower Protection**

Any individual who becomes aware of or suspects any form of bribery or corruption within the institution must report it immediately. BITS Pilani encourages the reporting of such incidents without fear of retaliation. All reports will be treated with confidentiality, and appropriate measures will be taken to protect the whistleblower.

## **Consequences of Non-Compliance**

Any violation of this policy will be subject to appropriate disciplinary action, including but not limited to:

- Internal investigation and review of the alleged misconduct.
- Disciplinary actions, such as warnings, suspension, termination, or expulsion, based on the severity of the violation.
- Legal action may be pursued if the breach involves criminal conduct.
- In the case of vendors, contractors, or external parties found guilty of corruption or bribery, termination of contracts and legal action may be taken.

## **Training and Awareness**

BITS Pilani is committed to providing regular training and awareness programs to all members of the community to ensure a clear understanding of this policy and the consequences of non-compliance.

## **Review and Updates**

This policy will be reviewed periodically to ensure its effectiveness and relevance. Any necessary updates will be made to align the policy with current regulations and best practices.