University of Mauritius

Anti-Corruption Policy

1.0 Introduction

The University of Mauritius recognises that the risk of corruption is present and may occur in the organisation. It is committed to maintain the highest level of integrity in the conduct of its affairs through the adoption of corruption prevention strategies in the organisation.

This anti-corruption policy sets out the full commitment of the University of Mauritius for the deterrence and detection of corruption and for adherence to a culture of integrity.

2.0 Statement of Intent

The organisation will not tolerate corruption in the administration of its responsibilities, whether from inside or outside. It expects the highest standards of conduct from staff, board members and those who have dealings with the organisation including stakeholders and the general public. It is committed to ensuring that the risks of corruption are kept to its minimal by applying a zero tolerance approach to corruption.

3.0 Policy Statement

The University of Mauritius is committed to promoting and adhering to the highest standards of probity, transparency and accountability in its operations and its management of the organisation. The organisation engages itself to fully and unequivocally adopt a zero-tolerance stance towards corruption and other malpractices and shall ensure compliance with the anti-corruption legislation.

4.0 Anti-corruption Commitment

The University of Mauritius has signed the Anti-Corruption commitment developed by the ICAC and has thus committed itself to use all available means and resources at its disposal to combat corruption in all its forms at all times including the application of appropriate prevention and detection control measures.

For the purpose of ensuring sound implementation of this policy, the University of Mauritius will ensure that:

- Employees have sufficient knowledge concerning the anti-corruption policy and that it is applied to all undertakings.
- Adequate controls to counteract corruption are known and used within the organisation.
- There are clear procedures and systems for handling suspected cases of corruption.
- All our stakeholders are aware of the organisation's anti-corruption policy.

The main objective of this anti-corruption policy is to strengthen and sustain an integrity culture within the organisation. This will be achieved through:

- The setting-up of effective processes characterized by broad participation and transparency.
- Regular evaluation of corruption risks, systems and procedures.
- Ensuring that projects have clearly formulated goals, expected results as well as monitoring and follow-ups.
- Learning from experiences and continually improving organisational performance and the corporate image.

5.0 Scope and Applicability

This policy covers measures and practices of the University of Mauritius on preventing and combating corrupt, fraudulent, collusive or coercive practices in its activities and operations. This policy applies to all Committees and Council Members, management, employees, students as well as, consultants, suppliers, contractors, outside agencies doing business, and or any other parties having a business relationship with the organisation.

6.0 Definitions

For the purpose of this policy, corruption is defined as per section 2 of the Prevention of Corruption Act as amended.

"act of corruption" -

(a) means an act which constitutes a corruption offence; and

(b) includes -

(i) any conduct whereby, in return for a gratification, a person does or neglects from doing an act in contravention of his public duties;

(ii) the offer, promise, soliciting or receipt of a gratification as an inducement or reward to a person to do or not to do any act, with a corrupt intention;

(iii) the abuse of a public or private office for private gain;

(iv) an agreement between 2 or more persons to act or refrain from acting in violation of a person's duties in the private or public sector for profit or gain;

(v) any conduct whereby a person accepts or obtains, or agrees to accept or attempts to obtain, from any person, for himself or for any other person, any gratification for inducing a public official, by corrupt or illegal means, or by the exercise of personal influence, to do or abstain from doing an act in the exercise of his duties to show favour or disfavour to any person.

Sections 4 to 15 of the Prevention of Corruption Act 2002, inter alia, as amended described all acts amounting to corruption. These include bribery by public official, bribery of public official, taking gratification to screen an offender from punishment, public official using his office for gratification, trafic d'influence and conflict of interests.

7.0 Responsibilities for Implementing the Policy

The responsibility to develop and coordinate the implementation of the policy shall rest upon the Anti-Corruption Committee (ACC) established for the purpose. The ACC shall set priorities, provide advice when ethical issues arise and communicate the policy to all levels of management and staff. It shall develop a time-bound programme with clear, precise deliverables, related expenditure and execute it once approved by UoM Authorities.

The Anti-Corruption Committee - The committee comprises of members from both operational and support departments of the institution as follows:

Chairperson

- Pro-Vice-Chancellor (Planning and Resources)

Members

- Chief of Facilities and Services
- Dean, FLM
- Finance Director
- Director of Human Resources
- A representative from ICAC

Secretary

- Administrative Officer from Office of Human Resources

The Committee shall meet on a regular basis or as decided by the Chairperson of the ACC. The Committee shall decide upon the setting up of sub-committees to assist the ACC in the implementation of any initiatives decided by the ACC. The Committee can co-opt any other person on a majority vote who may have voting rights depending on the Committee's decision.

Role of Management - It is the responsibility of Vice-Chancellor, Pro-Vice-Chancellors, Chief of Facilities and Services, Registrar, Deans of Faculty, Directors, Chief Librarian and other Members of University Management to promote the anti-corruption policy within their areas of operation. Vice-Chancellor, Pro-Vice-Chancellors, Chief of Facilities and Services, Registrar, Deans of Faculty, Directors and Chief Librarian are expected to actively deter, prevent and detect corruption by maintaining effective control systems and ensuring that their staff are familiar with the policy.

Role of Employees – Each employee shall read, be familiar with and strictly comply with the policy. The organisation shall ensure that each employee is provided with a copy of this policy or otherwise has on-line access.

Role of Internal Audit – The Internal Audit has the responsibility to ensure the effectiveness and adequacy of the Internal Control System in place. It should ensure that system is subject to regular audit to provide assurance that they are effective in countering corruption opportunities.

8.0 Risk Assessment

The organisation is conscious that the risk of corruption may occur in every sphere of its activities and may evolve in the light of changing circumstances and working environment. In its endeavour to proactively address risks of corruption, the University of Mauritius shall ensure that a proper risk management process is in place. Risk assessment should focus on a thorough analysis of the functional activities in close collaboration with officers involved in the process with a view to identifying potential or actual corruption risk areas. With respect to risk identified necessary corruption prevention measures including policies and procedures should be developed to address the risks. The responsibility to plan, coordinate and monitor the risk management process rests with the ACC.

9.0 Handling and Reporting Corruption

Reporting suspected cases of corruption - Nothwithstanding Section 44(1) of the Prevention of Corruption Act 2002 as amended which provides that where an officer of a public body suspects that an act of corruption has been committed within or in relation to that public body, he **shall** forthwith make a written report to the ICAC, the organisation shall put in place measures that shall facilitate the reporting of suspected cases.

S 45 of the PoCA as amended provides that where in the exercise of his functions, the chief executive of a public body is of the opinion that an act of corruption may have occurred, he may refer to the ICAC for investigation. At the University of Mauritius, the Vice-Chancellor is the principal academic and administrative officer of the University and he/she has the authority to refer any matter which he/she considers to be relevant to the ICAC.

The University of Mauritius may set up a Committee to assist the Vice-Chancellor in determining whether there is reasonable doubt for suspicion of corruption prior to referral of the case to the ICAC for investigation.

Confidentiality - Information pertaining to complaints shall not be disclosed to any unauthorised party.

10.0 Protection of Whistleblowers

There should be no reprisal against any person who in good faith reports an act of corruption or malpractice or suspected illegal and dishonest activity or any activity that he/she has witnessed. However, disciplinary actions may be taken against any person who knowingly and/or intentionally had made false allegations.

11.0 Disciplinary Measures

The University of Mauritius is committed to ensuring that this policy is duly implemented in the organization.

Disciplinary measures in accordance with established procedures will be taken against any staff who breached any of the provisions of this policy.

12.0 Training and Communications

The University of Mauritius recognises that the success and credibility of this policy depends on effective training, communications and the awareness of supervisors and employees throughout the organisation. Management should ensure that the anti-corruption policy is clearly disseminated to all staff and that its contents are understood.

13.0 Review of Policy

This policy will be reviewed annually or earlier if necessary or in the event of any changes in the applicable laws and regulations. The ACC shall recommend any review to the Council as required.

14.0 Approval

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Mr P CHITAMUN, *CSK*
Chairperson of Council

07 December 2020

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Professor D JHURRY, *CSK, GOSK, FAAS*
Vice-Chancellor

07 December 2020