



Mohammad Ali Jinnah University

Live, Learn and Be Inspired

Anti-Bribery and Corruption Policy

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Table of Content

1. Vision Statement	3
2. Mission	3
3. Core Objectives	3
4. Governance Structure	3
4.1 Ethics & Compliance Committee	3
4.2 Internal Audit & Oversight	3
5. Policy Pillars	4
5.1 Prohibition of Bribery	4
5.2 Prohibition of Corruption	4
5.3 Gifts, Hospitality, and Expenses	4
5.4 Conflict of Interest	4
5.5 Facilitation Payments	4
5.6 Political & Charitable Contributions	4
5.7 Record Keeping & Transparency	4
6. Reporting & Whistleblowing	5
7. Monitoring & Enforcement	5
8. Training & Awareness	5
9. Responsibility	5
10. Review	5
11. Conclusion	5



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1. Vision Statement

MAJU envisions a corruption-free academic environment built on integrity, transparency, and ethical excellence.

2. Mission

To ensure that all university activities, decisions, and partnerships comply with anti-bribery and anti-corruption laws through prevention, detection, and enforcement.

3. Core Objectives

- Prohibit offering, giving, or receiving bribes in any form
- Promote ethical conduct among faculty, staff, students, and third parties
- Ensure compliance with national and international anti-corruption laws
- Protect MAJU's reputation and legal standing

4. Governance Structure

4.1 Ethics & Compliance Committee

A standing committee of the Board of Governors oversees this policy and reviews all major violations.

4.2 Internal Audit & Oversight

Conducts periodic audits, investigates reports, and ensures compliance across all departments.



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5. Policy Pillars

5.1 Prohibition of Bribery

No MAJU representative shall offer, promise, give, request, or accept any financial or other advantage to influence a decision, secure an improper benefit, or gain an unfair advantage.

5.2 Prohibition of Corruption

MAJU strictly prohibits fraud, embezzlement, abuse of power, or any dishonest act that compromises the university's interests or public trust.

5.3 Gifts, Hospitality, and Expenses

Modest, infrequent, and transparent gifts or hospitality (e.g., meals, event attendance) are allowed only if:

- They are lawful and not cash or cash equivalents
- They do not influence or appear to influence a decision
- They are declared in the university's gift register

5.4 Conflict of Interest

All employees must disclose any personal, financial, or family interest that may conflict with university duties. Failure to disclose is a violation.



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5.5 Facilitation Payments

MAJU prohibits facilitation payments (small unofficial payments to speed routine actions). No such payment shall be made on behalf of the university.

5.6 Political & Charitable Contributions

University funds shall not be used for political donations. Charitable contributions must be transparent and not made to secure improper advantage.

5.7 Record Keeping & Transparency

All financial transactions must be accurately recorded. No “off-book” accounts or false documentation are permitted.

6. Reporting & Whistleblowing

Any employee, student, or third party may report suspected bribery or corruption:

- Through the Confidential Whistleblowing Channel: ethics@maju.edu.pk
- Directly to the Internal Audit & Oversight Office

Retaliation against good-faith reporters is strictly prohibited and will lead to disciplinary action.

7. Monitoring & Enforcement

The Internal Audit team, in coordination with the Ethics & Compliance Committee, will:

- Conduct periodic and random audits of procurement, admissions, and financial processes
- Investigate all credible reports
- Apply disciplinary actions up to and including termination, legal referral, and recovery of losses

8. Training & Awareness



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Mandatory anti-bribery and corruption training will be provided:

- Upon hiring
- Annually thereafter
- To all vendors and contractors before contract signing

9. Responsibility

The Ethics & Compliance Committee owns this policy. The Procurement Department, Finance Department, and HR are responsible for implementation and training. Internal Audit ensures compliance.

10. Review

This policy will be reviewed every two years or earlier if required by legal changes or incidents, to ensure continuous alignment with best practices and legal standards.

11. Conclusion

MAJU is committed to zero tolerance for bribery and corruption. Every member of the university community shares the responsibility to uphold this policy and report violations without fear of retaliation.