

UNIVERSITY PRINCIPLES ON CORRUPTION AND BRIBERY



DOES YOUR UNIVERSITY AS A BODY HAVE A PUBLICATION OF THE UNIVERSITY'S PRINCIPLES AND COMMITMENTS ON ORGANIZED CRIME, CORRUPTION & BRIBERY?

UNIVERSITY :

Al-Mustaqbal University College

COUNTRY :

Iraq

WEB ADDRESS :

<https://uomus.edu.iq/en/>

SDG 16.2.5 :

University principles on
corruption and bribery



Yes, Social Responsibility is an important element of Al-Mustaqbal University College's core values; we are committed to ensuring high standards of ethics and values. The same high values applied to research and teaching activities are explicitly extended to governance and financial transactions.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to corruption, bribery, fraud or other types of corruption.

Al-Mustaqbal University college core values are: integrity, transparency, accountability, passion for excellence, devotion to duty and social fairness. This vision and the core values are totally incompatible with the scourge of corruption.

The college, therefore, is fully committed to prevent corruption in all its manifestations within the college and in all its decisions, actions and practices. The college aims at zero tolerance on corruption.

Any actions of Bribery and fraud by our employees or students will be treated as a serious offense.

Our College's faculty and staff comply with the Iraqi Penal code No.111 of 1969, Commission of Integrity Code No.30 of 2011, State Employee Discipline Code No.14 of 1991, and other relevant laws and regulations to fight against crime, corruption, and bribery.

These laws and regulations aim to achieve an honest, efficient government (campus) with characteristics of being 'clean, open, efficient, and of high quality'. Through administrative transparency measures, our university provides channels for public supervision of government administration to demonstrate the integrity of civil servants and improve administrative efficiency.

IRAQI COMMISSION OF INTEGRITY NO.30 OF 2011 (RELATED LAW).

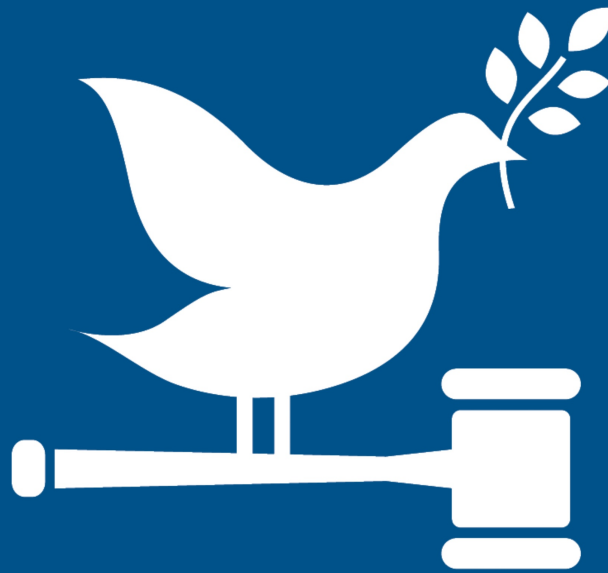
STATE EMPLOYEE DISCIPLINE LAW NO.14 OF 1991 (RELATED LAW) .

STUDENTS DISCIPLINE LAW NO.160 OF 2007 (RELATED LAW) .

IRAQI PENAL CODE NO.111 OF 1969 (RELATED LAW) .

Anti-Corruption Policy

Al-Mustaqbal University College



First Amendment

April 2022

*Prepared By
LL.M. Al-khafaji Forqan*



ANTI-CORRUPTION POLICY

Anti-Corruption Policy

First Amendment

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Section (1) Preamble

Al-Mustaqbal University College's vision is to be a world-class college for the advancement of humanity, Our core values are integrity, transparency, accountability, passion for excellence, devotion to duty, and social fairness. This vision and the core values are incompatible with the scourge of corruption.

Therefore, The College is fully committed to waging war against corruption in all its manifestations, by all our resolutions, actions, and practice, and to emotive forestall, any illegal attempt carried out by any person or entity within our College or during engaging with our external stakeholder's, In addition, The College has no tolerance for bribery and fraud and will take appropriate action to prevent it in respect of its activities.

Section (2) Definitions

Corruption a very broad concept and includes, but is not restricted to, the Corruption is a very broad concept and includes, but not restricted to, the following:

- a) Misuse of office for personal gain, Bribery, Fraud, Extortion, Embezzlement, Favoritism, Nepotism, and Tribalism, Breach of Trust, Stealing, Misuse of College resources.
- b) Bribery and fraud are complex legal concepts and It must be noted that the Iraqi laws and legislations did not refer to a definition of one of these terms, as the Iraqi legislator left this task to the legal jurists and researchers.
- c) Bribery refers to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision



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- d) A bribe refers to any inducement, reward, or object/item of value offered to another individual in order to gain commercial, contractual, regulatory, or personal advantage.
- e) Bribery is not limited to the act of offering a bribe. If an individual accepts a bribe, they are also breaking the law.
- f) Bribery is illegal. Employees must not engage in any form of bribery, whether it be directly, passively (as described above), or through a third party (such as an agent or distributor). In particular, employees must not bribe any foreign public officials anywhere in the world.
- g) If employees are uncertain about whether something is, a bribe or a gift or act of hospitality, they must seek further advice from the college Head of Legal Services.

Section (3)

Bribery and fraud by our employees or students acting on behalf of Al-Mustaqbal University College will be treated as serious disciplinary offenses, Staff and other associated persons who act on behalf of the College are expected to abide by the following standards:

- a) no financial or other advantages shall be sought through bribery;
- b) in respect of any activity carried out on behalf of the college, no form of fraud shall be engaged in;

Section (4)

Members of Al-Mustaqbal University College community shall conduct themselves with dignity and in a manner befitting membership of a world class College. They shall conduct all business with diligence honesty, integrity, transparency, and accountability. They shall adopt the best practice at all times in the execution of their responsibilities and comply with all relevant laws, rules, and regulations. In particular, and to achieve this Goal, vision, and mission, the college will:

1. Promote a culture of ethics, integrity, and best practice in managing all its affairs and resources, The College shall demand all members of its community adhere to the college Code of Ethics and Service Charter.



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2. Promote Al-Mustaqbal as a corruption free zone having zero tolerance for corruption among all its members and in all its affairs.
3. Promote among all its stakeholders the adoption and practice of the core values of:
 - a) Social fairness in the execution of the College's mandate.
 - b) Integrity, transparency, and accountability.
 - c) Passion for excellence and devotion to duty.
 - d) Sensitize the College Community and Stakeholders on the effects of corruption through Adopt workshops and seminars.

Section (5)

1. As an element of Al-Mustaqbal University College's Goal of Social Responsibility, we are committed to ensuring high standards of ethics and values, The same high values applied to research and teaching activities are explicitly extended to governance and financial transactions.
2. It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to corruption, bribery, fraud, or other financial.
3. Under this policy, We guarantee Full access to Iraqi courts or the National Office of the Prosecutor-General to investigate any suspicious activities.
4. We will uphold all laws relevant to countering bribery and corruption in Iraq. However, we are bound by the laws of Iraq, including :
 - a) Iraqi Private Higher Education Law No. (25) of 2016.
 - b) Iraqi Commission of integrity Law NO(30) Of (2019).
 - c) Iraqi discipline of state employees Law Of (1991) .
 - d) Iraqi discipline of Students Guidebook No.(160) of (2007).



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5. We ensure our community that there is no place for corruption and Organized crimes in our institution and these laws will be applied on everyone and on any circumstances.
6. We ensure our community that there is no place for corruption and Organized crimes in our institution and these laws will be applied to everyone and in any circumstances.
7. Al-Mustaqbal University College takes its legal responsibilities seriously and recognizes that if it is found to have committed any bribery and corruption offenses that it could be subjected to a Penal, and face serious damage to its reputation, and this penal includes individuals.
8. The policy acts as a source of information and guidance for those working for the College and helps them recognize and deal with bribery and corruption issues, as well as to understand their responsibilities.
9. This policy and associated explanatory guidance has been adopted by the college Council and applied throughout the college.
10. This policy shall be made generally available and published publicly on the College website at: <https://uomus.edu.iq/>.
11. Ensure best practice governance and oversight of the anti-corruption program.
12. Use communication and training to embed the anti-corruption program.
13. This policy may be amended at any time.
14. Ensure accountability to stakeholders through transparency and public reporting.
15. Ensure human resources policies and procedures support the anti-corruption program.
16. Design the anti-corruption program based on risk assessment.
17. Provide secure and accessible advice.
18. Monitor, assess, and continuously improve implementation of the anti-corruption program.



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Section (6) Who Is Covered By And Must Comply With This Policy?

1. This policy applies to all individuals working at all levels, including senior managers, dean, directors, and all our employees (whether permanent, fixed-term, or temporary), consultants, seconded staff, casual workers and agency staff, volunteers, interns, agents, sponsors, or any of our subsidiaries or their employees, wherever located (collectively referred to as workers in this policy).
2. The college expects our employees on all levels, to act with integrity and to avoid any actions that may be considered an offense within the meaning of the Iraqi penal code No 111 of 1969 and Iraqi Commission of integrity Law N0(30) Of (2019).
3. It is a condition of employment that employees will abide by the rules and policies made by the College from time to time, which includes this policy. Any alleged failure to follow this policy will be investigated (and, where appropriate, action taken) by Iraqi discipline procedures of state employees of 1991. We reserve our right to terminate our contractual relationship with other workers and organizations if they breach this policy.

Section (7) GIFTS AND HOSPITALITY

1. The College recognizes that the practice of the giving and receiving of gifts or hospitality varies between countries and regions and what may be normal and acceptable in one region may not be in another. The test to be applied is whether in all the circumstances the gift or hospitality is reasonable and justifiable. The intention behind the gift or hospitality should always be considered.
2. This policy does not prohibit normal and appropriate hospitality (given and received) to or from third parties, establishing or maintaining good business relationships, or improving or maintaining our reputation or image.
3. The giving or receipt of gifts is not prohibited, if it's met the following requirements :
 - a) it is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits;
 - b) B. it is given in the College's name, not in your name;
 - c) it does not include cash;



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- d) It is appropriate in the circumstances. For example, in Iraq it is customary for small gifts to be given at Teachers' Day or World Press Freedom Day, or other events;
- e) Taking into account the reason for the gift, it is of an appropriate type and value and given at an appropriate time; and it is given openly, not secretly.

Section (8) What Is Not Acceptable

1. engage in any activity that breaches, or may breach, Public morals and Iraqi laws;
2. give, promise to give, or offer, a payment, gift, or hospitality to a government official, agent, or representative, whether to "facilitate" or expedite a routine procedure or otherwise;
3. accept payment from a third party that staff know or suspect is offered with the expectation that it will obtain an advantage for them;
4. accept a gift or hospitality from a third party if staff know or suspect that it is offered or provided with an expectation that an advantage will be provided by us in return;
5. Threaten or retaliate against another member of staff who has refused to commit a bribery and corruption offense or who has raised concerns under Iraqi laws.

Section (9) RESPONSIBILITIES

1. The Chairman of the College Council is responsible for ensuring that this policy is implemented and maintained and that appropriate explanatory guidance is provided. Dean assistances, and Heads of departments, are responsible for ensuring that staff within their departments or departments (as appropriate), affected students, and other associated persons are made aware of this policy and associated explanatory guidance.
2. The prevention, detection, and reporting of bribery and other forms of corruption are the responsibility of all those working for the College or under its control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.



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3. Staff must notify their line manager or the College's Dean's Office or the dean's associates as soon as possible, if they believe or suspect that a breach of this policy has occurred, or may occur in the future.
4. Every member of staff and the associated person who acts on behalf of or provides services to the college is responsible for ensuring that they comply at all times with this policy and guard against the commission of bribery or fraud.
5. Staff must ensure that they read, understand and comply with this policy.
6. The Chairman of the College Council, or the head of the law department, delegate, is responsible for monitoring the effectiveness of this policy, keeping it under regular review, and proposing any amendments in the policy to Council as appropriate and necessary. To this end, he or she will:
 - a) ensure that appropriate levels of explanatory guidance and training are provided to support this policy and that they are kept up to date;
 - b) ensure that any standard documents and procedures (including procurement terms and procedures, fundraising, documentation, and terms and conditions of sale, hire, and , employment) reflect the requirements of this policy;
 - c) ensure that procedures are in place to deal with suspected instances of bribery and fraud and to coordinate the college's response to any investigation or charge under Iraqi Commission of integrity Law N0(30) Of (2019);
 - d) ensure that procedures are in place to communicate this policy to all staff and others who act on behalf of or provide services for the College and, where appropriate, to arrange for the provision of further guidance and training;
 - e) E. Revision of annual report on the implementation of this policy, including the outcomes of any relevant risk assessments and due diligence and any, reported;



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Section (10) Handling of Corruption Cases

Members of the Al-Mustaqbal University College community and other stakeholders may report any corruption event in person, by e-mail, by dropping reports in corruption reporting boxes situated in the major college buildings, by telephone, by our official website, and by informing chairman of the college board, dean office, dean associates, heads of department.

Corruption Reporting Boxes are located at strategic points on major buildings in the college (51001 Hillah, Babil , Iraq) .

A report will be forwarded to the commission of inquiry of our college for further consideration and action. Where the nature of a corruption

Case and the available evidence warrant, the case may be reported to the Ethics and Anti-Corruption Commission and/or other law enforcement agencies. In all cases, fairness and prompt action will be observed.

Section (11) Protection of Whistle Blowers

The identity of persons making corruption reports will be fully protected from disclosure and from any reprisals or detrimental action in relation to the reports.

Section (12) IMPLEMENTATION AUTHORITY

The President of the college Council shall be responsible for the implementation of this policy.

Section (13) REVIEW

This policy shall be reviewed after every two (2) years .or earlier as the need arises.



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APPROVAL

Type of document: Policy

Title: Anti-Corruption Policy

Approval Authority: President of Al-Mustaqbal University College Board

Commencement Date: April 2022

Signature: _____

Date: _____

Approved By:

Prof. Dr. Hassan Shaker Majdi

President of Al-Mustaqbal University College Board

