



Centurion
UNIVERSITY

Shaping Lives...
Empowering Communities...

**INTEGRITY
AND
ANTI-CORRUPTION
POLICY
2025**

INTEGRITY AND ANTI-CORRUPTION POLICY 2025



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, integrity forms the foundation of our academic and administrative excellence. As an institution committed to nurturing responsible citizens and ethical leaders, we believe that transparency, accountability, honesty and fairness must guide every decision and action within our University community.

The Integrity and Anti-Corruption Policy reflects our commitment to maintaining the highest standards of ethical conduct and fostering a culture of zero tolerance towards bribery, corruption, fraud, misuse of authority and other unethical practices. It provides a comprehensive framework to ensure that all academic, financial, administrative and operational activities are carried out with integrity and accountability.

A significant feature of this policy is the Whistle Blowing and Complaint System, which offers a safe, confidential and transparent mechanism for reporting concerns related to misconduct, malpractice, corruption or policy violations. By encouraging responsible reporting and protecting individuals who raise concerns in good faith, the University reinforces its commitment to openness, trust and ethical governance.

This policy strengthens the credibility of the University and promotes confidence among our students, faculty, staff, partners and stakeholders. I encourage every member of the Centurion fraternity to uphold the principles enshrined in this policy and contribute towards building an institution that stands as a model of integrity, transparency and good governance in higher education.

Prof. (Dr.) Supriya Pattanayak
Vice-Chancellor

Centurion University of Technology and Management

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Integrity and Anti-Corruption Policy

1. Purpose

To establish a zero-tolerance framework against bribery and corruption and ensure integrity, transparency and accountability in all academic, administrative, financial and operational activities of the University.

2. Scope

This Policy applies to all stakeholders associated with the University, including all employees—comprising faculty members, staff and contractual personnel as well as students and research scholars, wherever applicable. It also extends to members of statutory bodies and committees, along with all external stakeholders such as vendors, contractors, consultants and service providers. Furthermore, the Policy is applicable across all University campuses, centres and operational units, ensuring comprehensive coverage of all institutional activities.

3. Policy Statement

Centurion University adopts a strict zero-tolerance approach towards bribery and corruption. No individual or entity associated with the University shall either directly or indirectly offer, give, solicit or accept any form of bribe, kickback or improper benefit. Furthermore, no person shall attempt to influence decisions through unlawful or unethical means or misuse their position or authority for personal or institutional gain.

4. Key Provisions

4.1 Prohibited Practices

The University strictly prohibits all forms of bribery, including facilitation payments, kickbacks and commissions. Any attempt to exert undue influence in processes such as admissions, recruitment, procurement, examinations or approvals is not permitted. Additionally, offering or accepting gifts or favors intended to influence decisions is strictly

forbidden. The falsification or concealment of records is also considered a serious violation and will not be tolerated.

4.2 Gifts and Hospitality

Gifts and hospitality shall neither be offered nor accepted if they influence or appear to influence, decision-making processes. Only nominal, transparent and non-obligatory gifts may be permitted, strictly in accordance with University norms.

4.3 Conflict of Interest

All actual or potential conflicts of interest must be fully disclosed in a timely and transparent manner. Individuals are required to recuse themselves from any decision-making processes where such conflicts may arise.

4.4 Procurement and Vendor Conduct

All procurement processes shall be conducted in a fair, transparent and competitive manner. Vendors are required to comply with this Policy and any violations may result in termination of contracts or blacklisting.

5. Reporting Mechanism

Any suspected or actual violation shall be reported to the Registrar or Competent Authority, the Finance Officer or Internal Audit (where applicable) or the designated Ethics or Vigilance Committee. The University shall ensure that all reported cases are handled with strict confidentiality and are reviewed in a fair and impartial manner.

6. Whistle Blowing and Complaint System

Centurion University is committed to maintaining an open, accountable and ethical institutional environment. The Whistle Blowing and Complaint System provides a structured, safe and confidential channel through which any member of the University community or external stakeholder may report genuine concerns regarding misconduct, malpractice, corruption, ethical violations or any other breach of University policies.

6.1 Objectives

- To encourage prompt reporting of unethical practices, fraud, corruption or violations without fear of reprisal.
- To provide a transparent, fair and impartial mechanism for investigation and resolution of complaints. To protect the integrity and reputation of the institution and safeguard the interests of all stakeholders.
- To ensure accountability at all levels of the University administration, faculty, staff and student body

6.2 Who May Report

Any of the following individuals may raise a concern or complaint under this system:

- Faculty members, teaching and non-teaching staff (permanent, contractual or visiting)
- Students and research scholars enrolled at any campus of the University
- Members of statutory bodies, boards or committees
- Vendors, contractors, consultants and other external service providers
- Alumni, parents or members of the general public with credible information

6.3 Nature of Reportable Concerns

Complaints and disclosures may relate to, but are not limited to, the following:

- Bribery, corruption, kickbacks or facilitation payments
- Financial fraud, misappropriation of funds or misuse of University resources
- Manipulation or falsification of academic, financial or administrative records
- Undue influence in admissions, recruitment, examinations or procurement processes
- Abuse of authority, coercion or harassment in any form
- Violations of the Code of Conduct, academic integrity or institutional policies
- Conflicts of interest not disclosed in accordance with policy requirements
- Unsafe or illegal practices that pose risk to individuals or the institution

6.4 Channels for Reporting

The University provides multiple channels through which concerns may be raised, ensuring accessibility and convenience for all stakeholders:

Channel	Details
Online Portal	Dedicated Integrity and Complaint Portal at www.cutm.ac.in/integrity
Email	integrity@cutm.ac.in (monitored by the Ethics and Vigilance Committee)
Written Complaint	Sealed complaint addressed to the Registrar or Competent Authority at any campus
In-Person	Direct submission to the IQAC Office, Registrar's Office or Campus Director
Anonymous Reporting	Anonymous complaints may be submitted via the online portal or suggestion boxes placed at important place in campuses

6.5 Complaint Handling Procedure

- **Step 1: - Receipt and Acknowledgement:** All complaints received through any channel shall be acknowledged within five (5) working days. The complainant (where identity is known) shall receive a reference number for tracking purposes.
- **Step 2: - Initial Review:** The Registrar or designated officer shall conduct a preliminary review within ten (10) working days to determine whether the complaint falls within the purview of this Policy and merits formal investigation.
- **Step 3: - Investigation:** Where a complaint is accepted for investigation, the Ethics and Vigilance Committee or an appointed fact-finding committee shall conduct a thorough, impartial and time-bound inquiry. The investigation shall ordinarily be completed within forty-five (45) working days from acceptance.
- **Step 4: - Outcome and Action:** Upon completion of the investigation, a report with findings and recommendations shall be submitted to the Vice-Chancellor or Competent Authority. Appropriate action shall be taken in accordance with Sections 7 and 8 of this Policy.
- **Step 5: - Communication of Outcome:** The complainant (where identity is known and disclosure is appropriate) shall be informed of the outcome of the investigation within a reasonable timeframe.

6.6 Confidentiality

The University is committed to maintaining strict confidentiality throughout the complaint process. The identity of the complainant shall not be disclosed without their explicit consent, except where required Integrity and Anti-Corruption Policy Centurion University of Technology and Management by law or where disclosure is essential to the conduct of the investigation. All persons involved in handling complaints are bound by confidentiality obligations.

6.7 Good Faith Requirement

Complaints must be made in good faith and based on reasonable grounds. The Whistle Blowing and Complaint System is not intended to be used as a means of raising frivolous, vexatious or malicious grievances. Any individual found to have deliberately made a false or malicious complaint may themselves be subject to disciplinary action.

6.8 Anonymous Complaints

Anonymous complaints shall be accepted and reviewed. However, the University's ability to investigate and communicate outcomes may be limited where the complainant's identity is not disclosed. Complainants are encouraged to provide contact details to facilitate thorough follow-up.

7. Protection Against Retaliation

No person shall face retaliation for reporting concerns in good faith or refusing to engage in unethical practices.

8. Disciplinary Action

Violations of this Policy may result in appropriate disciplinary measures, including warnings or formal disciplinary action, suspension or termination of employment. In the case of external parties, such violations may lead to contract cancellation or vendor blacklisting. Additionally, legal action may be initiated wherever applicable in accordance with relevant laws and regulations.

9. Implementation and Monitoring

The Registrar and Administration shall be responsible for the implementation of this Policy, while the Finance and Procurement departments shall ensure compliance in all financial and transactional processes. Additionally, the Internal Quality Assurance Cell (IQAC) and Audit functions shall carry out periodic review and reporting to ensure effective monitoring and adherence to the Policy.

10. Approval and Review

This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws and best practices. Any amendments to the policy will be communicated to the university community.



Dr. Anita Patra
Registrar
Centurion University of Technology and Management





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CAMPUSES:

Paralakhemundi Campus

Village Alluri Nagar
P.O. – R Sitapur, Via- Uppalada
Paralakhemundi, Dist.- Gajapati
Odisha, India. PIN– 761211

Bhubaneswar Campus

Ramchandrapur
P.O. – Jatni, Bhubaneswar
Dist.- Khurda, Odisha,
India, PIN– 752050

Balangir Campus

Behind BSNL Office
IDCO land, Rajib Nagar
Dist.- Balangir, Odisha
India, PIN-767001

Rayagada Campus

IDCO Industrial Area
Pitamahal, Rayagada
Dist.-Rayagada, Odisha
India, PIN-765001

Balasore Campus

Gopalpur,
P.O.-Balasore
Dist.-Balasore, Odisha
India, PIN-756044

Chatrapur Campus

Ramchandrapur,
Kaliabali Chhak,
P.O-Chatrapur, Dist.-Ganjam
Odisha, India, PIN-761020