



**Centurion**  
**UNIVERSITY**

*Shaping Lives...  
Empowering Communities...*

**INTEGRITY  
AND  
ANTI-CORRUPTION  
POLICY  
2023**



# INTEGRITY AND ANTI-CORRUPTION POLICY 2023



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT  
ODISHA

## FOREWORD



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

The Integrity and Anti-Corruption Policy reflects our unwavering commitment to uphold the highest standards of ethical conduct and to foster a culture of zero tolerance towards bribery, corruption and misuse of authority. It establishes a clear and robust framework to ensure that all academic, financial and operational processes are conducted with fairness, objectivity and integrity.

This policy not only safeguards the reputation and credibility of the University but also reinforces trust among our stakeholders — students, faculty, staff, partners and the wider community. By clearly outlining expected standards of conduct, reporting mechanisms and accountability measures, it empowers every member of the Centurion fraternity to act with responsibility and courage in upholding ethical practices.

I urge all members of the University, as well as our partners and service providers, to adhere strictly to both the letter and the spirit of this policy. Together, let us continue to build and sustain an institution that stands as a model of integrity, fairness 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. Protection Against Retaliation**

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

## **7. 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.

## **8. 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.

## **9. 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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## **CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA**

### **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