



VELS



INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES (VISTAS)

(Deemed to be University Estd. u/s 3 of the UGC Act, 1956)

PALLAVARAM, THALAMBUR, PERIYAPALAYAM-CHENNAI

ACCREDITED BY **NAAC** WITH **A++** GRADE

ANTI-CORRUPTION / BRIBERY POLICY

(With Reference to BNS, Prevention of Corruption Act, and Professional Ethics)

1. Preamble

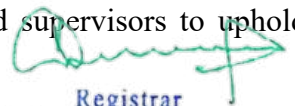
Vels Institute of Science, Technology and Advanced Studies (VISTAS) is committed to the highest standards of integrity, transparency and accountability in all academic, research and administrative activities. Corruption and bribery undermine academic credibility, violate public trust and may constitute criminal offences under the **Bharatiya Nyaya Sanhita (BNS), 2023** and the **Prevention of Corruption Act, 1988 (as amended)**.

VISTAS therefore adopts this Anti-Corruption and Anti-Bribery Policy to prevent, detect and address all forms of bribery, undue influence and corrupt practices by its teachers, research supervisors, staff, students and any persons acting on its behalf.

2. Legal and Ethical Framework

This Policy is framed with reference to:

- Bharatiya Nyaya Sanhita, 2023, including provisions on bribery and offences by or relating to public servants.
- Section 173 of BNS, which criminalises bribery (offering or accepting gratification to improperly influence decisions).
- Prevention of Corruption Act, 1988 (and 2018 amendments) which treat university teachers, examiners and similar roles as “public servants” for certain purposes, and criminalise acceptance or solicitation of undue advantage for official acts.
- UGC/AICTE codes of professional ethics that require teachers and supervisors to uphold honesty, fairness, non-exploitation and academic integrity.


Registrar
Vels Institute of Science, Technology
& Advanced Studies (VISTAS)
Pallavaram, Chennai - 600 117.

Nothing in this Policy limits the application of national law; in case of conflict, statutory provisions prevail.

3. Scope and Applicability

This Policy applies to:

- All teachers, research supervisors, co-supervisors, examiners, paper setters, evaluators and academic administrators of VISTAS.
- All non-teaching staff handling finance, procurement, admissions, examinations, HR, research grants, consultancy or placements.
- All students and research scholars when they act in any official capacity (e.g., student office-bearers, assistants in examinations, project procurement).
- Third parties (vendors, consultants, recruiters, agents, collaborators) dealing with VISTAS, to the extent specified in MoUs/agreements

4. Definitions

For the purposes of this Policy:

- **Bribery:** Offering, giving, soliciting or accepting any undue advantage (monetary or non-monetary) with the intent to improperly influence the actions of a person in a position of responsibility at VISTAS.
- **Corruption:** Abuse of entrusted power for private gain, including bribery, nepotism, favouritism, fraud, misappropriation of funds, or manipulation of academic and administrative processes.
- **Undue Advantage:** Any benefit not legally due, such as cash, gifts, hospitality, entertainment, concessions, discounts, paid trips, employment promises, grade manipulation, research authorship, or favorable administrative decisions.
- **Public Servant Context:** For certain acts (e.g., examination, selection), teachers and exam-related functionaries of a university may fall within the meaning of “public servant” under the Prevention of Corruption Act, with related liability.


Registrar
Vels Institute of Science, Technology
& Advanced Studies (VISTAS)
Pallavaram, Chennai - 600 117.

5. Zero-Tolerance Principle

VISTAS prohibits:

- Offering or accepting bribes in any form.
- “Treating” (e.g., lavish hospitality, parties, sponsored trips) intended to influence evaluations, approvals or decisions, which may be covered as a form of bribery.
- Any quid-pro-quo arrangement (marks for money, thesis clearance for gifts, procurement favours for kickbacks, admission for payment beyond prescribed fees, etc.).
- Misuse of position for personal benefit, or for the benefit of family, friends or favoured students.

Violations can lead to institutional disciplinary action and, where applicable, criminal prosecution under BNS and the Prevention of Corruption Act.

6. Professional Code for Teachers and Research Supervisors

Teachers and research supervisors at VISTAS shall:

- Uphold **academic integrity** and objectivity in all teaching, evaluation, supervision and examination duties.
- Not demand or accept any gifts, cash, favours, or benefits from students, research scholars, parents, publishers, vendors, recruiters or any other parties that could influence or appear to influence their professional judgment.
- Not trade grades, thesis approvals, recommendation letters, co-authorship or research advantages for any form of gratification.
- Maintain transparent, documented processes for thesis guidance—meetings, feedback, evaluation criteria—consistent with institutional regulations and ethical codes.
- Avoid conflicts of interest in supervising close relatives or students with whom they have financial or business ties; where unavoidable, disclose fully and recuse from decisions.
- Use research funds, project budgets, and consultancy revenues strictly for approved purposes, with accurate records and receipts. Misappropriation or false claims are treated as corruption.

7. Prohibited Practices (Illustrative)

The following are specifically prohibited for all covered persons:

- Accepting any payment, favour, or “gift” for:
 - Admission, seat allocation, or migration decisions.
 - Internal/semester/Ph.D. evaluation results or viva outcomes.
 - Awarding research fellowships, project positions, or authorship.
 - Procurement decisions or vendor selection.
- Providing or promising undue advantage to any employee of VISTAS or external agency to secure a contract, selection, or favorable institutional action.
- Falsifying research data, inflating project expenses, or diverting institutional resources for personal use (a form of corruption).
- Failing to report known instances of corruption or bribery in one’s knowledge in official capacity, which itself may constitute an offence (e.g., failing to report corruption can invite liability under BNS-172-type provisions).

8. Reporting and Whistle-Blower Protection

VISTAS will establish secure and confidential channels to report suspected bribery or corruption, such as:

- E-mail listed in www.vistas.ac.in
- A confidential complaint box / online grievance portal.
- Direct reporting to the Head of Institution.

Key safeguards:

- Reports can be made in good faith by any student, staff, or third party.
- Whistle-blowers acting in good faith are protected against retaliation; adverse action against them will itself be treated as misconduct.


Registrar
Vels Institute of Science, Technology
& Advanced Studies (VISTAS)
Pallavaram, Chennai - 600 117.

- Anonymous complaints may be considered based on the seriousness and supporting material, though they may limit the scope of formal action.

Where allegations involve conduct potentially constituting an offence under BNS or the Prevention of Corruption Act, VISTAS may refer the matter to the appropriate investigating agency.


9. Investigation and Disciplinary Action

- An **Anti-Corruption/Integrity Committee** appointed by VISTAS will conduct preliminary fact-finding, followed, where needed, by a formal inquiry consistent with principles of natural justice.
- The person complained against will be given an opportunity to respond and present evidence.
- Outcomes may include:
 - Written warning, censure or adverse remark in service record.
 - Removal from supervisory, administrative or financial responsibilities.
 - Suspension, termination of employment or disengagement from the role (for employees/consultants).
 - Cancellation of admission, scholarships or degrees obtained through corrupt means (for students), in line with due process.
 - Recommendation to law-enforcement agencies where prima facie offence under BNS/Prevention of Corruption Act is made out.

10. Training, Awareness and Implementation

VISTAS will:

- Conduct **regular orientation and refresher programmes** on anti-corruption, professional ethics, and responsible research for teachers, supervisors, staff and students.
- Integrate key provisions of this Policy into appointment letters, student handbooks, research regulations and vendor contracts (e.g., anti-bribery clauses and right to terminate upon breach)


 Registrar
 Vels Institute of Science, Technology
 & Advanced Studies (VISTAS)
 Pallavaram, Chennai - 600 117.

- Maintain transparent financial, procurement and grant management systems, including internal and external audits, to deter and detect corruption.


Non-awareness of this Policy will not be accepted as a defence.

11. Monitoring and Review

- An annual report on complaints, investigations and actions taken under this Policy will be submitted to the competent authority and, where required, to regulators.
- This Policy will be reviewed periodically (e.g., every three years or earlier if laws change) to reflect amendments in BNS, the Prevention of Corruption Act, UGC/AICTE guidelines, and best practices in higher-education governance.

This Anti-Corruption and Anti-Bribery Policy is binding on all persons covered by it. Upholding it is an essential part of the professional identity of a **VISTAS teacher, research supervisor, administrator and student.**

Policy Renewed on : 10.06.25



Registrar
Vels Institute of Science, Technology
& Advanced Studies (VISTAS)
Pallavaram, Chennai - 600 117.