

**People's Democratic Republic of Algeria**  
**Ministry of Higher Education and Scientific Research**  
**University of El Oued**



**Directorate of Development and Foresight**

**Anti-bribery and corruption policy**

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## Policy Statement

The University of El Oued is committed to fostering an academic and operational environment characterized by integrity, transparency, and accountability by adhering to the highest ethical standards in all its activities. We categorically reject any form of bribery or corruption, as they contradict the university's values and threaten its reputation and credibility.

## Objectives

1. Prevent any practices related to bribery or corruption within the university campus or in any transactions associated with the university.
2. Promote transparency and integrity in all academic and administrative processes.
3. Provide a clear framework for reporting and addressing any suspicious behavior with seriousness and impartiality.

## Scope of the Policy

This policy applies to all members of the University of El Oued community, including:

- Students (full-time or part-time).
- Faculty members and staff.
- Contractors, suppliers, partners, and visitors participating in university activities.
- All activities inside or outside the campus, including financial and administrative transactions.

## Definitions

1. **Bribery:** Offering or accepting anything of value (monetary or non-monetary) with the intent to unlawfully influence a decision or behavior of an individual.
2. **Corruption:** Misuse of authority or resources for personal or illegitimate gain, including embezzlement or manipulation of records.
- 3.

## Policy

1. **Prohibition:** Offering or accepting any bribe, or engaging in any corrupt activity, whether within the University of El Oued or in its external dealings, is strictly prohibited.
2. **Commitment to Transparency:** All financial and administrative processes must be conducted in a documented and auditable manner.

### 3. Reporting:

- Any individual suspecting bribery or corruption is encouraged to report it immediately to the Office of Integrity and Transparency (or the designated responsible entity) through secure and confidential channels.
- Whistleblowers are protected from any retaliation or punishment.

### 4. Procedures:

- All reports will be investigated promptly and with complete confidentiality by an independent committee.
  - Strict disciplinary actions will be imposed on those found guilty, in accordance with university regulations and local laws, which may include dismissal or referral to judicial authorities.
5. **Training and Awareness:** The university will provide periodic training programs for students, faculty, and staff to enhance awareness of the risks of bribery and corruption and how to address them.

## Responsibilities

- **Office of Integrity and Transparency:** Responsible for overseeing the implementation of this policy, receiving complaints, and investigating them.
- **University Administration:** Committed to providing the necessary resources to enforce the policy and promote a culture of integrity.
- **All University Community Members:** Obligated to comply with this policy and report any violations.

## Review

This policy will be reviewed annually to ensure its effectiveness and alignment with relevant local and international legislation.

