CYPRUS INTERNATIONAL UNIVERSITY

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

The International Board of Trustees of the Cyprus International University makes the following Regulations, based on the authorization granted to them by the Cyprus International University Master Directive.

FIRST PART: GENERAL PROVISIONS

Article 1. Short Name

This Regulation shall be referred to as the Anti-Bribery and Anti-Corruption Policy of Cyprus International University.

Article 2. Purpose

The purpose of this Regulation is to lay down the principles regarding the prevention of bribery and corruption, ensuring that all University operations are conducted with integrity, transparency, and in full compliance with legal and ethical standards.

Article 3. Scope

This Policy applies to all members of the University, including academic staff, administrative staff, students, and external stakeholders such as contractors and third-party service providers.

Article 4. Definitions

Bribery, corruption, and facilitation payments are defined in line with international standards and are applied consistently across the University.

SECOND PART: PRINCIPLES AND PROHIBITED CONDUCT

Article 5. Institutional Commitment

The University is committed to conducting all its academic and business dealings professionally and fairly. The University actively implements anti-corruption practices as a core institutional value.

Article 6. Prohibited Conduct

Bribery and the solicitation of improper advantages are strictly prohibited in all University environments. Staff and stakeholders are prohibited from:

- 1. Offering or accepting bribes to influence academic grades or admissions.

- 2. Offering or accepting bribes to secure contracts or procurement advantages.
- 3. Engaging in facilitation payments to expedite administrative processes.

Article 7. Gifts and Hospitality

The acceptance of gifts or hospitality that could be perceived as an attempt to influence judgment is strictly forbidden. All recruitment and procurement processes must remain transparent and merit-based.

THIRD PART: REPORTING AND INVESTIGATION PROCEDURES

Article 8. Reporting Channels

1. Any member of the University who becomes aware of a suspected act of bribery should report the matter through the University's established reporting mechanisms.

2. Reports may be submitted directly to the Rectorate or the relevant administrative unit.

3. In cases involving academic departments, reports may be directed to the relevant Dean or Director for initial submission to the Rectorate.

Article 9. Confidentiality and Protection

Clear and confidential procedures are in place for reporting and addressing corruption. The University ensures that whistleblowers are protected from any form of retaliation or discrimination.

Article 10. Preliminary Examination

1. The Rectorate shall examine the details of the reported incident.

2. If deemed necessary, the Rectorate may meet with the relevant Dean, Director, or Academic Unit involved to evaluate the specific details.

3. The Rectorate establishes its opinion on whether further formal investigation is required.

Article 11. Formal Evaluation and Verdict

1. The Rectorate submits a report regarding the findings to the Board of Trustees for approval.

2. The Board of Trustees evaluates and decides on the final verdict regarding disciplinary actions or termination of contracts.

FOURTH PART: GOVERNANCE AND MONITORING

Article 12. Responsibilities

All members of the University are responsible for upholding integrity principles in their conduct.

Article 13. Training and Awareness

Regular training programs shall be conducted to promote awareness and strengthen the University's anti-corruption culture.

FINAL PROVISIONS

Article 14. Executive Power

This Regulation is executed by the Cyprus International University Rector.

Article 15. Entry into Force

This Policy comes into force on the date of its approval by the Cyprus International University Board of Trustees.