

# Anti Bribery Anti-corruption

The University of Tabuk is committed to conducting its affairs with integrity, transparency, and in full compliance with all applicable laws and regulations. As part of this commitment, the University has adopted this Anti-Bribery and Anti-Corruption Policy to prevent bribery and corruption in all its forms.

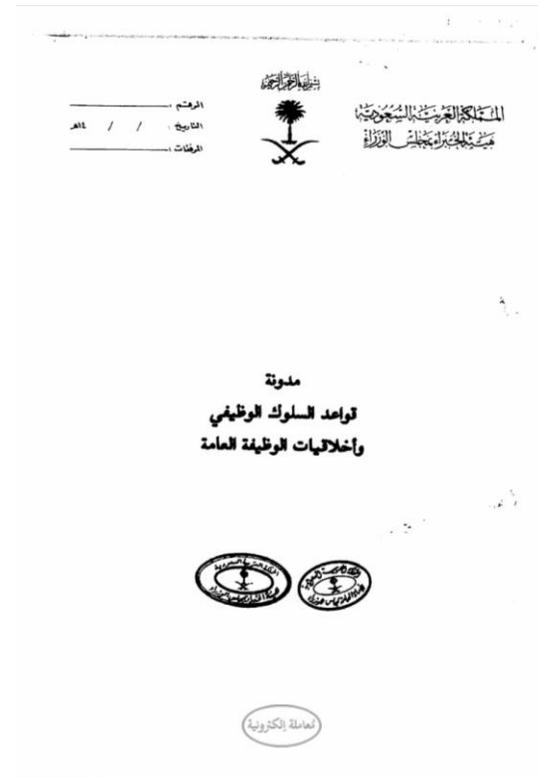
This policy aligns with national frameworks, including:

The Business Ethics Guide issued by the Ministry of Human Resources and Social Development <https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D9%88%D8%A7%D8%AE%D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B9%D9%85%D9%84.pdf>



The Code of Conduct and Ethics of Public Service issued by the Ministry of Education <https://www.ut.edu.sa/ar/Faculties/education-and-arts/Documents/Evidence/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%B3%D9%84%D9%88%D9%83%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A%20%D9%88%D8%A3%D8%AE%D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D9%84.pdf>

<https://www.ut.edu.sa/ar/Faculties/education-and-arts/Documents/Evidence/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%B3%D9%84%D9%88%D9%83%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A%20%D9%88%D8%A3%D8%AE%D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D9%84.pdf>



These references serve as foundational guidelines for ethical behavior across the University's operations.

The purpose of this policy is to:

- Establish clear standards for ethical behavior
- Prohibit all forms of bribery, corruption, and unethical conduct
- Promote a culture of honesty, accountability, and compliance within the University community

Bribery and corruption are serious offenses that undermine public trust, violate legal obligations, and tarnish the University's reputation.

This policy applies to:

- All University employees (academic and administrative staff)
- Students
- Contractors, suppliers, agents, and other third parties acting on behalf of the University

It covers all University activities and transactions—both domestic and international—including interactions with government officials, business partners, and other external stakeholders.

#### Prohibited Conduct

The following conduct is strictly prohibited and will not be tolerated:

- Offering, promising, giving, soliciting, or accepting bribes or kickbacks—whether in cash or in kind—to or from any person or entity, including government officials.
- Engaging in corrupt practices, such as fraud, embezzlement, extortion, money laundering, or any other illegal/unethical behavior for personal or institutional gain.
- Making facilitation or "grease payments" to expedite routine governmental or administrative actions.
- Providing or receiving gifts, hospitality, or entertainment that may influence—or appear to influence—decision-making or compromise impartiality.
- Concealing or falsifying financial records, invoices, or documentation to hide unethical or unlawful conduct.

#### Roles and Responsibilities

- **University Leadership:** The President and senior management are responsible for setting the tone at the top, ensuring adequate controls, and promoting a culture of compliance.
- **All Employees and Students:** Must understand and comply with this policy in their day-to-day roles and report any suspected violations.

- **Managers and Supervisors:** Must enforce this policy within their departments and report violations to the designated authority.  
**Compliance Officer:** Appointed to oversee implementation, conduct investigations, and recommend corrective actions when violations occur.

#### Reporting and Whistleblowing

The University encourages all employees, students, and stakeholders to report any suspected instances of bribery, corruption, or unethical conduct. Reports can be made confidentially through:

- The University's Whistleblower Hotline
- A dedicated email address or online reporting platform

All reports will be handled discreetly, and retaliation against whistleblowers will not be tolerated.

#### Consequences of Violations

Violations of this policy may result in:

- Disciplinary action (including dismissal or expulsion)
- Civil or criminal penalties in accordance with applicable laws  
Legal action against individuals or entities involved in unethical practices

#### Policy Review

This policy will be reviewed and updated periodically to ensure its continued relevance, effectiveness, and compliance with national and international anti-corruption standards.

By adhering to this Anti-Bribery and Anti-Corruption Policy, the University of Tabuk reaffirms its dedication to ethical conduct, legal compliance, and accountability in all of its operations and engagements.