



EU/19/AP/2013

# EGERTON UNIVERSITY

## ANTI-CORRUPTION POLICY

2013

*Transforming Lives Through Quality Education*  
Egerton University is ISO 9001:2008 Certified

**EGERTON UNIVERSITY**

**ANTI-CORRUPTION POLICY  
2013**

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## 1.0 FOREWORD

Egerton University recognizes that corruption is a pervasive socio-economic vice with the potential to rear its ugly head in any organization, big or small, with devastating and costly consequences. Corruption siphons off scarce resources and saps up the enthusiasm and momentum for development of an organization or a country. Egerton is not necessarily excluded from this scourge and must be alert and vigilant to such a possibility.

Egerton University's vision is to be a world class university for the advancement of humanity. Its core values are: integrity, transparency, accountability, passion for excellence, devotion to duty and social fairness. This vision and the core values are totally incompatible with the scourge of corruption.

The University, therefore, is fully committed to wage war against corruption in all its manifestations within the University and in all its decisions, actions and practice. The University aims at zero tolerance on corruption.



Prof. J. K. Tuitoek, PhD., EBS  
**Vice Chancellor**

## 2.0 POLICY STATEMENT

In the pursuit of its mandate, vision and mission, the University will:

- 2.1 Promote Egerton as a corruption free zone having zero tolerance on corruption among all its members and in all its affairs.
- 2.2 Promote a culture of ethics, integrity and best practice in the management of all its affairs and resources. The University shall demand of all members of its community adherence to the University Code of Ethics and Service Charter.
- 2.3 Promote among all its stakeholders the adoption and practice of the core values of:
  - 2.3.1 Passion for excellence and devotion to duty
  - 2.3.2 Integrity, transparency and accountability
  - 2.3.3 Social fairness in the execution of the University's mandate.
- 2.4 Sensitize the University Community and Stakeholders on the effects of corruption through workshops and seminars.
- 2.5 Sensitize all Stakeholders on the University Corruption Prevention measures and cultivate the community's and stakeholders' active participation in the war against corruption.
- 2.6 Incorporate promotion of integrity and ethics in its governance and in particular by ensuring that:
  - 2.6.1 University staff shall be of the highest calibre and that

professionalism shall be stressed.

- 2.6.2 Staff recruitment and promotion shall be strictly on merit and shall follow the laid down regulations and procedures. Vacancies shall be duly advertised and short listing of qualified candidates shall be undertaken by a University Committee on the basis of set criteria.
- 2.6.3 Staff training and development shall be on a needs basis and equal opportunity shall be given to all. Selection for training shall be done by a University Committee using set selection criteria.
- 2.6.4 Egerton University shall be an equal opportunity university and shall be open to all who seek knowledge. Admissions to the University shall be open to all applicants who meet the admission criteria set by the University Senate subject to the capacity of the University.
- 2.6.5 Management of student affairs shall optimize the learning environment.
- 2.6.5 University procurement of goods and services, while endeavouring to optimize on the use of resources, shall be on a competitive basis and shall.
- 2.6.6 follow the Public Procurement and Disposal Regulations 2006. The mechanisms for procurement shall include a committee of the University charged with the responsibility of overseeing all procurement

### **3.0 ADMINISTRATIVE REQUIREMENTS**

Members of Egerton University community shall conduct themselves with dignity and in a manner befitting membership of a world class university. They shall conduct all business with diligence honesty, integrity, transparency and accountability. They shall adopt best practice at all times in the execution of their responsibilities and comply with all relevant laws, rules and regulations. In particular, they shall always observe the requirements of;

- 3.1 The Egerton University
- 3.2 The Egerton University Statutes
- 3.3 The Egerton University Code of Conduct and Ethics
- 3.4 The Anti-Corruption and Economic Crimes Act, 2003 3.4
- 3.5 The Public Ethics act, 2004
- 3.6 The Procurement and Disposal Act, 2005
- 3.7 The Public Procurement and Disposal Regulations 2006

It is the responsibility of all members of the University individually and collectively, whether management or staff, to fight corruption.

### **4.0 DEFINITION OF CORRUPTION**

Corruption is a very broad concept and includes, but is not restricted to, the following:

- 4.1 Misuse of office for personal gain

- 4.2 Bribery
- 4.3 Fraud
- 4.4 Extortion
- 4.5 Embezzlement
- 4.6 Favoritism/Neptosim/Tribalism
- 4.7 Breach of Trust
- 4.8 Awarding Marks for Sex
- 4.9 Cheating in Examinations
- 4.10 Stealing
- 4.11 Misuse of University resources

All the above are crimes punishable under the law. \* See Annex

## **5.0 MECHANISMS FOR FIGHTING CORRUPTION**

- 5.1 There is a Corruption Prevention Committee (CPC) of the University composed of the following functional members:
  - 5.1.1 The Vice-Chancellor - Chairman
  - 5.1.2 All the Deputy Vice-Chancellors
  - 5.1.3 Registrars
  - 5.1.4 Accounts Controller and Chief Medical Officer
  - 5.1.5 All Deans and Directors
  - 5.1.6 Principals of Campus and Colleges



- 5.1.7 Student Union Representative
- 5.1.8 Integrity Assurance Officers as Secretariat

## **5.2 The Terms of Reference of the CPC are:**

- 5.2.1 Sensitizing members of the University community on corruption issues.
- 5.2.2. Setting the University Corruption Prevention Policy and reviewing it at such intervals as management may determine.
- 5.2.3. Receiving and taking action on corruption reports made by staff and other stakeholders.
- 5.2.4 Spearheading anti-corruption campaigns within the university.
- 5.2.5 Preparing and submitting quarterly progress reports to the Performance Contract Steering Committee.
- 5.2.6 Maintaining contact with the Ethics and Anti-Corruption Commission as necessary.

CPC shall meet every three months to consider corruption reports brought to its attention.

In addition the University shall have an Integrity Promotion Committee consisting of Integrity Assurance Officers under the Chairman Integrity Promotion Committee/University Ombudsman. The Committee shall meet monthly and shall have the following Terms of Reference.

### **5.3 Terms of Reference of the Integrity Promotion Committee**

- 5.3.1 Sensitizing members of the university community on corruption issues
- 5.3.2 Keeping a constant check on the operations and procedures of the university and ensure there are no opportunities for corruption.
- 5.3.3 Prioritising activities in the implementation of corruption prevention programme.
- 5.3.4. Ensuring that corruption prevention initiatives are integrated in the university.
- 5.3.5 Receiving and reviewing reports on corruption prevention initiative and recommend appropriate action to the corruption prevention committee.
- 5.3.6 Co-ordinating corruption prevention strategies in the university.
- 5.3.7 Considering and recommending training on the Public Service Integrity Programme for staff in the University.
- 5.3.8 Receiving complaints and information on alleged corrupt activities in the University, evaluating, analyzing and recommending appropriate action to the corruption prevention committee.
- 5.3.9 Monitoring the impact of corruption prevention initiatives and other recommended actions.

## 6.0 HANDLING OF CORRUPTION CASES

Members of the University community and other stakeholders may report any corruption event in person, by e-mail, by dropping reports in corruption reporting boxes situated in the major university buildings, by telephone and by informing an integrity assurance officer in the Integrity Promotion Office. The University Anti-Corruption office is situated in **Utafiti Building, Third Floor Rooms 330 and 331**. The e-mail address is **integrity(S),egerton.ac.ke** and the telephone numbers are: **051-2217810 Ext. 3414 and 3415. Hot Lines: 051-211 1111 and 051 211 2222 Cell phone: 0702200015 and 0702200016**. Corruption Reporting Boxes are located at strategic points on major buildings in the university.

Reports of corruption events will be considered by the Integrity Promotion Committee in the first instance. A report with recommendations will then be forwarded to the Corruption Prevention Committee for further consideration and action. Where the nature of a corruption case and the available evidence warrant, the case may be reported to the Ethics and Anti-Corruption Commission and/or other law enforcement agencies. In all cases, fairness and prompt action will be observed.

## 7.0 PROTECTION OF WHISTLE BLOWERS

The identity of persons making corruption reports will be fully protected from disclosure and from any reprisals or detrimental action in relation to the reports.

## **8.0 TRAINING**

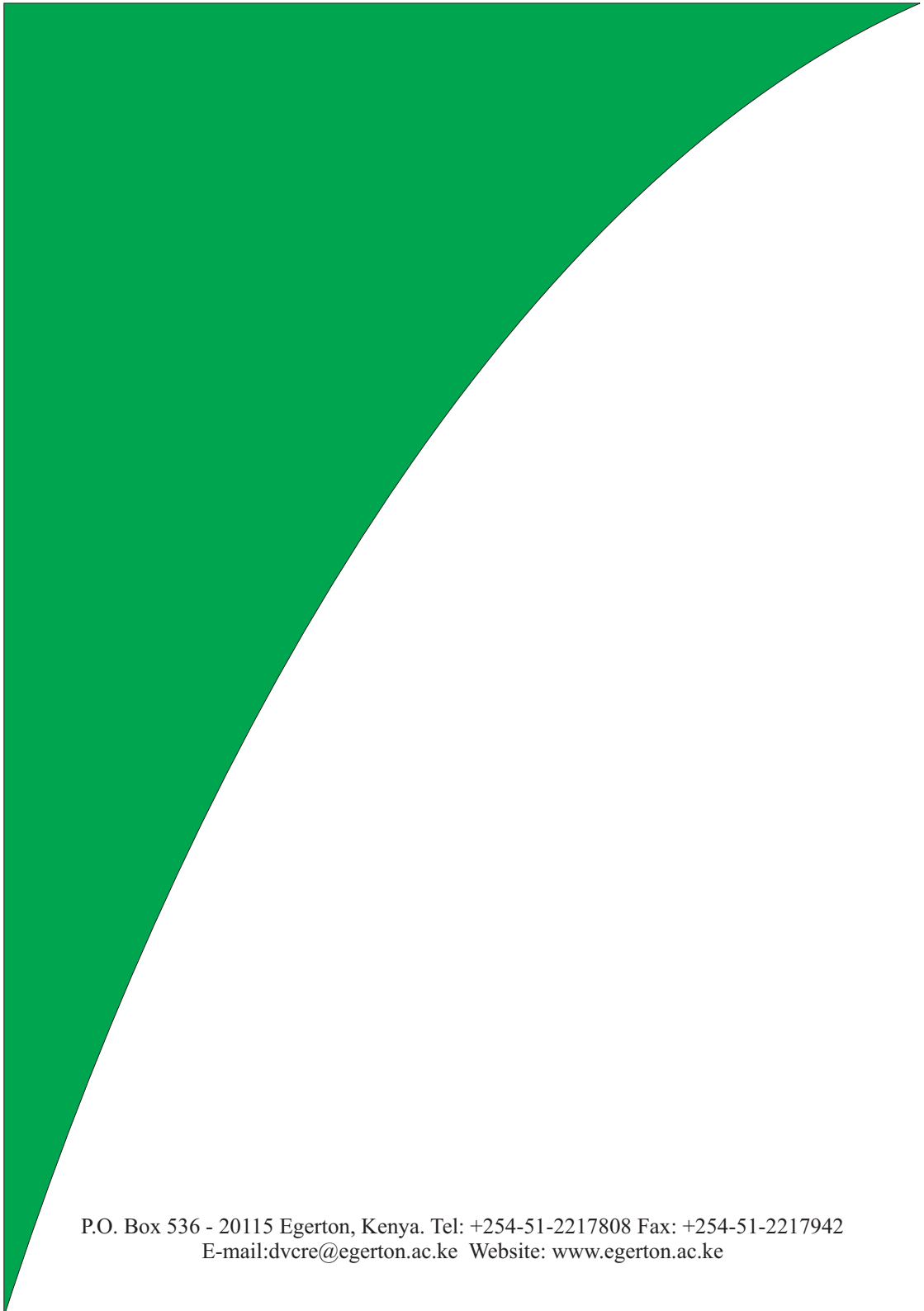
The University is committed to training and sensitization of staff on integrity and ethics. Trainers will be sourced from the Ethics and Anti-Corruption Commission (EACC) and other sources, both external and internal.

## **9.0 IMPLEMENTATION AUTHORITY**

The Vice-Chancellor shall be responsible for the implementation of this policy.

## **10.0 REVIEW**

This policy shall be reviewed after every five (5) years or as and when the government policy may dictate.



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