



Anti-Corruption Policy on October 6 University

1. Introduction

The University adopts a comprehensive anti-corruption policy aligned with the National Anti-Corruption Strategy (2023–2030), promoting the principles of transparency, integrity, and accountability. The policy includes mechanisms for internal control, secure reporting, whistleblower protection, awareness programs, and clear accountability procedures. It applies to all members of the University to ensure a fair and corruption-free educational environment.

2. Objectives

This policy aims to:

- Prevent and combat all forms of corruption within the University
- Promote a culture of integrity and ethical conduct
- Support transparency in decision-making and resource management
- Protect public funds and ensure optimal use of resources

3. Scope of Application

This policy applies to:

- Academic staff
- Teaching assistants
- Administrative staff
- Students
- All stakeholders dealing with the University

4. Core Principles



The University is guided by the following principles:

- **Integrity:** Commitment to ethical conduct in all dealings
- **Transparency:** Clear and fair disclosure of information
- **Accountability:** Holding individuals accountable for corrupt practices
- **Equal Opportunity:** Ensuring fairness and non-discrimination
- **Rule of Law:** Compliance with applicable laws and regulations

5. Areas of Anti-Corruption

Preventive efforts cover the following areas:

- Recruitment and promotions
- Procurement and contracts
- Financial resource management
- Examinations and academic assessment
- Research and funding

6. Implementation Mechanisms

The University adopts the following mechanisms:

- Establishing a clear governance and internal control system
- Activating codes of conduct (academic and administrative)
- Using digital systems to reduce human intervention
- Ensuring clear disclosure of policies and procedures
- Conducting periodic reviews and internal audits

7. Reporting Corruption and Whistleblower Protection

- Providing safe and confidential reporting channels



- Protecting whistleblowers from retaliation
- Handling reports seriously and with full confidentiality

8. Awareness and Capacity Building

The University is committed to:

- Organizing training programs on integrity and anti-corruption
- Raising awareness among students and staff
- Integrating transparency and integrity concepts into curricula

9. Monitoring and Evaluation

- Regular monitoring of policy implementation
- Preparing periodic reports on anti-corruption indicators
- Reviewing and updating the policy in line with national and international developments

10. Accountability and Sanctions

Disciplinary and legal actions will be taken against anyone proven to be involved in corrupt practices, in accordance with applicable laws and regulations.

11. Avoidance and Management of Conflict of Interest

The University adopts a clear framework to prevent and manage conflicts of interest, including mandatory disclosure of personal or professional interests, abstaining from related decision-making, and case review by a competent authority. Awareness programs are provided to ensure adherence to integrity and transparency, with clear accountability measures for non-compliance.

Definition

A conflict of interest refers to any situation in which a staff member, academic, or official has a personal, financial, or professional interest that may affect—or appear to affect—their impartiality and objectivity in decision-making or performing duties.



Areas of Potential Conflict of Interest

Examples include, but are not limited to:

- Participation in recruitment or promotion committees where personal relationships or direct interests exist
- Involvement in procurement or contracting committees with entities having personal or financial ties
- Academic supervision or evaluation involving relatives or personal interests
- Receiving gifts or benefits from parties that may benefit from University decisions
- External employment that may affect job performance or conflict with University interests

Obligations

All University members are required to:

- Disclose any actual or potential conflict of interest in advance
- Refrain from participating in decisions involving a conflict of interest
- Maintain full transparency in all professional dealings
- Regularly update disclosure information

Management and Control Mechanisms

The University adopts the following measures:

- Establishing an official conflict of interest disclosure form
- Reviewing cases through a designated committee
- Taking immediate actions such as recusal or reassignment of duties



- Documenting all disclosures and actions taken

Awareness and Training

- Organizing training programs on conflict of interest
- Publishing clear guidelines on ethical and professional conduct
- Integrating conflict of interest topics into institutional integrity programs

Accountability and Sanctions

Disciplinary actions will be taken against anyone who:

- Fails to disclose a conflict of interest
- Exploits their position for personal gain in accordance with applicable laws and regulations.

12. Key Performance Indicators (KPIs)

Reporting and Transparency Indicators

- Number of reported corruption cases annually
- Average response time to reports (days)
- Percentage of reports investigated and closed
- Percentage of anonymous reports as an indicator of trust in the reporting system

Integrity and Institutional Conduct Indicators

- Number of confirmed corruption cases annually
- Percentage reduction in corruption cases compared to the previous year

Awareness and Capacity Building Indicators

- Number of training programs conducted annually on integrity and anti-corruption



- Participation rate of staff, faculty, and students in training programs

Process Efficiency Indicators

- Percentage of processes converted to digital systems
- Stakeholder satisfaction level regarding transparency and procedures (via surveys)

Continuous Improvement Indicators

- Number of policies and procedures updated annually
- Results of external evaluations or independent audits (if available)

University President

Prof. Mamdouh Ghorab

