



Open University of Mauritius

Anti-Corruption Policy

As Per the Prevention of Corruption Act 2002

Introduction

The Open University of Mauritius (hereafter referred to as either OU or University) is a body corporate set up by the OU Act 2010. OU has a large number of students, part-time tutors, full-time employees, and suppliers of goods and services. OU condemns all acts of corruption, which constitute socially detestable and ethically wrong behaviours, as they are illegal and cause prejudice to people and society as well as can potentially tarnish the image and credibility of the University.

Therefore, OU condemns

- Any conduct whereby, in return for gratification, a person does or neglects to do an act in contravention of his or her duties;
- The offer, promise, soliciting or receipt of gratification as an inducement or reward to a person to do or not to do any act with a corrupt intention;
- The abuse of a public or private office for private gain;
- An agreement between two or more persons to act or refrain from acting in violation of a person's duties in the private or public sector for profit or gain; and
- Any conduct whereby a person accepts or obtains, or agrees to accept or attempts to obtain, from any person, for himself or for any other person, any gratification for inducing a public official, by corrupt or illegal means, or by the exercise of personal influence, to do or abstain from doing an act in the exercise of his duties to show favour or disfavour to any person.

Aim of the Policy

OU's Anti-Corruption Policy aims at

- Maintaining high ethical standards among all its employees and guarding against possible abuses, malpractices and corrupt practices;
- Promoting a feeling of professional identity to improve the quality of interactions and teaching;
- Promoting a positive image of OU; and

- Promoting expected ethical standards and services required to support and facilitate learning.

Policy Statement

OU is committed to avoiding acts of corruption in all its processes and dealings with stakeholders as well as to eliminating the perception of corruption in all its transactions.

Application of the Policy

Thus, OU will

- Comply with all relevant laws of the Republic of Mauritius, including the anti-corruption legislation and adhere to policies and procedures issued by the Ministry of Education and other relevant authorities;
- Demonstrate integrity, fairness, impartiality and ethical behaviour in its conduct towards superiors, stakeholders, teaching and non-teaching staff, learners and parents;
- Take necessary actions against those who do not follow the rules related to punctuality, decency, respect, courtesy, and professional commitment on its premises;
- Maintain the highest standards of competence and conduct;
- Take necessary actions against those who do not use respectable language, in the office, in classrooms, on the phone and with children and display exemplary behaviour at all times;
- Promote collegiality, work with integrity and honesty at all times and promote moral leadership;
- Advocate for the inclusion of values and anti-corruption elements in the curriculum and promote good character building and responsible citizenship;
- Help to fight any form of injustice or discrimination arising from favouritism, nepotism, corruption or otherwise and avoid conflicts of actual or perceived interests;
- Ensure that students are not harmed, placed at risk or bullied;
- Promote and uphold public trust and confidence in the University and always act as good role models for peers, learners and the community;
- Maintain accurate books and records;
- Use, deploy and uphold eco-friendly approaches and always engage in the improvement and development of our knowledge and abilities through training and learning.
- Be guided by the concept of “value for money” services and goods;

- Encourage reporting of genuine cases and condemn false disclosures in line with POCA 2002;
- Sensitise its employees on their rights and responsibilities and support them to improve service delivery and operate in a corrupt-free environment;
- Provide pertinent information and report cases;
- Support employees to recognise, resist, reject and report corruption;
- Review its internal procedures to eliminate corruption and all related perceptions;
- Neither request nor accept any gift, favour or gratification that might impair or appear to influence professional decisions or actions;
- Not denigrate, label school personnel or wilfully make false statements or allegations about a superior, learner or subordinate;
- Not use University equipment and materials for private use;
- Not use professional relationships with superiors, subordinates, Chairpersons, Board Members, and stakeholders for private advantage;
- Not reveal confidential information on learners and colleagues, except to the relevant authorities as per the law;
- Not favour any learner/tutor/colleague/supplier to the detriment of others;
- Not engage in any business involving superiors, learners/colleagues for personal profit-making;
- Take necessary actions against those found under the influence of any illicit substances on the University premises;
- Not make unethical use of information technology, media or social networks; and
- Not engage in any immoral act or behaviour.

Reporting of Any Act of Corruption

Any staff member or person may report any suspected act of corruption under confidential cover to the Director-General with any supporting evidence.

Management shall conduct an enquiry to determine the veracity of the act of corruption and submit a report to the Board on recommended actions. OU reserves the right to report the case to the ICAC.

Corruption Risk Assessment

In line with the directives of the ICAC/circular letter ..., OU has set up an Anti-Corruption Committee which undertakes Corruption Risk Assessment across all the activities of OU.

The ACC shall ensure that the level of corruption risk remains low across OU activities and regular reports are submitted to Senior Management Committee on CRAs carried out and their outcomes.

The Board shall be informed of any serious issues reported by the ACC.

Updating the Policy

Requirements, conditions, provisions, criteria and practices will be reviewed regularly in the light of monitoring exercises, and revised, if they are found to, or might, discriminate.

The policy will be updated as and when the need arises and in the light of emerging challenges.

Any amendment to the policy shall be submitted to the Board for approval.

The Board of the Open University of Mauritius reserves the right to make the appropriate amendments to this Anti-Corruption Policy after consultation with the stakeholders.

Implementation of the Policy

The Director-General and the Registrar will ensure the implementation of this policy across all Divisions. This policy will be disseminated among all staff members and students by email. All staff and students shall be responsible for familiarising themselves with the policy and will be required to abide by same.

Heads of Sections shall be required to also ensure that their respective staff have taken cognisance of the policy.

This policy shall be posted on the OU website and linked to the OU e-Learn platform.

Approved by the Board of the Open University of Mauritius on 23^d November 2022 for implementation as from 1st December 2022.