

**POLICY ON FRAUD, ANTI-BRIBERY, ANTI-CORRUPTION
AND WHISTLEBLOWING**



UNIVERSITY OF CHILD HEALTH SCIENCES, LAHORE

Policy on Fraud, Anti-Bribery, Anti-Corruption and Whistleblowing

Recommended by:	Academic Council, University of Child Health Sciences, Lahore on dated 27 th March, 2025
Approved by:	Syndicate, University of Child Health Sciences, Lahore on dated 30 th May, 2025
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Audience	Faculty, Staff, Students, Affiliates and Vendors of UCHS
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POLICY ON FRAUD, ANTI-BRIBERY, ANTI-CORRUPTION AND WHISTLEBLOWING

1. Purpose of Policy

The purpose of this policy is to establish comprehensive guidelines to prevent and address fraudulent and bribery activities at the University of Child Health Sciences (UCHS). Additionally, this policy sets forth procedures for whistleblowing, investigation, and the protection of individuals who report unethical practices.

2. Scope of Policy

This policy applies to all dealings within UCHS and external interactions with public or private officials. Faculty, staff, students, contractors, and vendors are required to adhere to this policy.

3. Definitions

3.1 Fraud: The intentional act of deception, theft, or misuse of resources to gain an advantage or avoid an obligation, including but not limited to forgery, falsification of records, misrepresentation of facts, and misuse of university assets.

3.2 Bribery: The offering, promising, or receiving of an improper advantage to influence decision-making in academic, administrative, or procurement activities. Bribes may take the form of money, gifts, loans, rewards, or other benefits.

3.3 Corruption: Abuse of entrusted power for personal gain.

3.4 Conflict of Interest: A situation where personal interests may interfere with official responsibilities.

3.5 Whistleblower: A person who reports unethical or illegal activities within an organization.

4. Policy Statement

UCHS is committed to upholding the highest standards of integrity, transparency, and accountability. Fraud and bribery will not be tolerated, and strict actions will be taken against individuals involved in such activities.

4.1 Fraud Prevention and Reporting

- Employees and students must act honestly and ethically in all dealings.
- Any suspected fraud must be reported to the Disciplinary Committee or Compliance Office.
- The university will investigate all instances of suspected fraud and take disciplinary action where necessary.



4.2 Bribery and Corruption Prevention

- Bribery in any form is strictly prohibited, including in admissions, grading, hiring, vendor selection, and research funding.
- Gifts must not be accepted unless disclosed and approved.
- Faculty, staff, and students must report any solicitation or offer of a bribe to the Disciplinary Committee.

4.3 Whistle blowing and Protection

- Individuals can report unethical conduct without fear of retaliation.
- Reports should be made in writing and submitted to the Disciplinary Committee.
- The identity of whistleblowers will be protected, and they will not face discrimination for raising concerns.
- False allegations made with malicious intent will be subject to disciplinary action.

4.4 False Allegation

If an individual discloses information or raises a concern that is later found to be malicious during the investigation, the case may be referred to the Disciplinary Committee, which can take appropriate

4.5 Right to appeal

If the accused person is not satisfied with the Disciplinary Committee decision, they may raise an appeal with the Vice Chancellor to reconsider the decision. In this situation, Vice Chancellor will review the finding of investigation and make the final decision.

5. Investigation Procedures

- The Disciplinary Committee will evaluate complaints, collect evidence, and conduct fair investigations.
- All involved parties will be given the opportunity to present their statements.
- The committee will recommend appropriate actions based on findings.
- The accused may appeal to the Vice Chancellor if unsatisfied with the decision.

6. Waiver of Policy

In exceptional circumstances, the Vice Chancellor may grant a waiver, subject to documentation and board approval.



7. Roles and Responsibilities

Role	Responsibility
Vice Chancellor	Ensures overall compliance with anti-bribery regulations. He has the authority to review appeals and make final decisions.
Deans & Heads of Departments	Promote and enforce this policy within their respective units.
Compliance Officer	Investigates reported cases and ensures adherence to the policy.
Faculty, Staff, & Students	Maintain ethical behavior and report violations.
Whistleblowers	Report concerns responsibly.
The Disciplinary Committee	Investigate complaints and recommend actions.
Vendors & Contractors	Comply with UCHS anti-bribery guidelines and disclose any conflicts of interest.

8. Non-Compliance

Non-compliance with this policy will result in disciplinary actions, including dismissal and legal consequences.

9. Related Documents & Laws

- UCHS Code of Conduct
- Disciplinary Committee Regulations
- Applicable Laws of Pakistan

10. Contact Information

For concerns related to fraud, bribery, or whistleblowing, contact:

Office of Registrar

Phone: +92 42 9923 2216

Email: registrar@uchs.edu.pk

