

SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH

**A Deemed to be University
Tamaka, Kolar, Karnataka.**

**Declared under Section 3 of the UGC Act, 1956
vide MHRD, Government of India Notification
No.F-9-36/2006-U.3 (A) dated 25th May 2007**



ETHICS, TRANSPARENCY AND ACCOUNTABILITY POLICY



SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH

A DEEMED TO BE UNIVERSITY, (DECLARED UNDER SECTION 3 OF THE UGC ACT, 1956)

TAMAKA, KOLAR 563101, KARNATAKA, INDIA

Name of the Policy/ Guidelines	Ethics, Transparency and Accountability Policy	
Short Description	This policy intended to serve as a basis for ethical work practices and decision making in the conduct of professional work	
Scope	This policy is applicable to all employee of SDUAHER	
Policy status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised	
Date of approval of Version 1		
Policy No.	SDUAHER/KLR/POLICY/034	
Brief description of last revision	Not Applicable	
Date of approval of current revision	Not Applicable	
Effective date	27 th April 2022	
Approval Authority	Board of Management	
Responsible officer	Vice Chancellor	
Name of the Policy/ Guidelines	Ethics, Transparency and Accountability Policy	
Details of Revision	Date of Revision	Approved by

ETHICS, TRANSPARENCY AND ACCOUNTABILITY POLICY

1. OBJECTIVE

Sri Devaraj Urs Academy of Higher Education and Research, Kolar (hereinafter referred to as “**the Academy**”) endeavours to be recognized as an organization committed to the highest ethical standards and hence lays strong emphasis on ethical practices and establishment of good academic culture. The Academy believes in adhering to best governance practices to ensure protection of interests of all internal and external stakeholders of the Academy.

2. SCOPE

This Policy is applicable to all the academic/business divisions of the Academy.

3. POLICY

1. The Academy has developed a Code of Conduct for its Board Members and Senior Management Personnel. The Board Members and Senior Management Personnel at all levels shall abide by the Code to ensure good governance, ethical practices, transparency and accountability in conducting affairs of the Academy and dealing with its stakeholders.
2. The Academy and its key personnel shall follow governance structures, procedures and practices that ensure ethical conduct at all levels.
3. The Academy and its key personnel shall maintain transparency and ensure access to information about its decisions that impact relevant stakeholders.
4. The Academy and its key personnel shall truthfully discharge their responsibility on making financial and other mandatory disclosures in a timely manner.
5. The Academy and its key personnel shall ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner to the concerned authorities.
6. The Academy and its key personnel shall not engage in practices that are abusive, corrupt, or in any manner detrimental to the Academy’s interests.
7. The Academy and its key personnel shall ensure that they do not engage in any practices that can constitute a conflict of interest.
8. In the Annual Report of the Academy, the Hon Vice Chancellor shall certify compliance of the Academy's Code of Conduct by Board Members and Senior Management Personnel.
9. The Academy has constituted a ‘Committee on Ethics, Transparency and Accountability’ which will look into cases of fraud, presumption of fraud and attempted fraud, as well as of dishonesty, negligence or disregard of established office procedures or directives which resulted or could have resulted in financial or other loss to the Academy or damage to its property.
 - The ‘Committee on Ethics, Transparency and Accountability’ will report directly to the Hon Vice Chancellor
 - The Committee is composed as follows:

- Director, University By-Ethics Cell, Chairperson
- Representative from the Financial Department
- Representative from the Human Resources Department
- SDUAHER, Legal Advisor
- Registrar, Secretary of the Committee
- Two External experts with required expertise nominated by Hon Vice Chancellor in consultation with the SDUET, Kolar

4. IMPLEMENTATION

1. This Policy shall be appropriately communicated across all levels and shall be hosted on the Academy's website.
2. The Deputy Registrar responsible for Annual Report (as may be designated by the Board of Management from time to time) shall be responsible for ensuring that the Policy is implemented throughout the SDUAHER constituent units.
3. The Heads of each department shall provide an annual declaration to the Deputy Registrar responsible for Annual Report as to the compliance of the Policy.
4. Compliance with the Policy shall be monitored and evaluated by the Deputy Registrar responsible for Annual Report on a regular basis.
5. Any grievances/ complaints with respect to violation of the Policy shall be reported to the Deputy Registrar responsible for Annual Report who will report appropriate cases to the 'Committee on Ethics, Transparency and Accountability'.

Presently - ----- has been appointed by the Board of Management as the Deputy Registrar responsible for Annual Report.

5. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued by the UGC or NMC and/or any other statutory authorities, from time to time.