



Policy Name:	Anti Bribery Policy		
Code:	BAU 052	Published date	2023
Reviewed date	2025	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

Implementation:	All BAU's Academic Colleges, Administrative Units, Scientific Centers
Revision and improvement:	Development and Quality Assurance Center

السياسة

تلتزم جامعة البلقاء التطبيقية بالعمل بطريقة أخلاقية وبما يتوافق مع قوانين وأنظمة مكافحة الرشوة والفساد المعمول بها في الأردن، حيث تقضي سياسة مكافحة الفساد والرشوة بحظر إعطاء أو تلقي أي مدفوعات غير صحيحة أو أية مزايا أخرى بشكل مباشر أو غير مباشر، وبشكل أكثر تحديداً من أي شخص له علاقة أو ارتباط مالي بالجامعة أو له مصلحة معها، كذلك أي موظف يسعى أو يقبل لنفسه أو لآخر هدية أو أي منفعة أخرى من أجل القيام بعمل ما؛ أو الامتناع عن القيام بعمل يقع ضمن واجبات منصبه.

Policy:

BAU is committed to operating in an ethical manner and in compliance with applicable anti-bribery laws and regulations in Jordan. It is the policy of BAU to prohibit the direct or indirect giving or receiving of improper payments or other benefits for purposes of obtaining any advantage. More specifically, from any person who has a relationship or financial connection with the university or has an interest with it, or any employee who seeks or accepts for himself or another a gift or other benefit to do a job; Or refrain from doing an act that falls within the duties of his position

Scope:

BAU's Policy of **Anti Bribery Policy** is applied to BAU's staff, researchers, and students.





Objectives:

No.	Objective
1-	Establishing principles and standards of behavior that prohibit bribery in all forms.
2-	Promoting ethical behavior and integrity in the workplace, and encourage employees, contractors, and suppliers to act with honesty, fairness, and transparency.
3-	Mitigation the risk of legal, financial, and reputational harm caused by bribery and corruption, as well as the risk of damage to relationships with suppliers, and other stakeholders.
4-	Ensuing compliance with applicable legislation, such as the Jordan law, as well as any other relevant laws and regulations.
5-	Providing guidance and training to employees, contractors, and suppliers to ensure they understand the Anti-Bribery Policy and can comply with its provisions.
6-	Establishing of procedures for reporting suspected instances of bribery, and to ensure that allegations of bribery are investigated thoroughly and effectively.
7-	Establishing disciplinary measures for any breaches of the Anti-Bribery Policy, including the possibility of termination of employment or contractual relationships.

Related Procedures:

No.	Procedure
1-	Developing an Anti-Bribery and Corruption Policy that sets out the standards and expectations for behavior in relation to bribery.
2-	Including the prohibition of bribery and corruption and its punishment clearly in the regulations.
3-	Develop a code of ethics that all employees adhere to.
4-	Providing training to employees and relevant stakeholders to raise awareness about the risks associated with bribery and corruption.
5-	Establishing procedures for reporting and investigating suspected incidents of bribery and corruption, including making a whistleblowing hotline available to employees.
6-	Implementing effective sanctions against individuals and organizations found to have engaged in bribery or corruption
7-	Monitoring and reviewing Anti-Bribery Policy compliance on a regular basis.