



Sohar University Policy on Anti-Corruption

Version	1.0
Policy Code/Category	SU – GO- 009
Purpose	To uphold the highest standards of integrity, transparency, and ethical conduct in all academic, research, administrative, and financial activities
File Location	SharePoint (and any other locations necessary)
Related Documents	Ethics and Biosafety Policy Conflict of Interest Policy Finance Manual and Procurement Policies Academic Integrity Policy Staff Code of Conduct Policy
Policy Owner	VC Office
Approved by	EMC
Approval date	October 2025
Review date	October 2028

Policy History

Version	Approved Date	Approved by	Circulation Date	Brief Description [Short text only]
1.0	Oct 2025	EMC	Oct 2025	Establishes Sohar University's zero-tolerance policy on corruption, bribery, fraud, and organized crime, ensuring integrity, transparency, and ethical conduct in all academic, administrative, and financial activities.

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Overview

This policy was specifically developed to ensure transparent and accountable governance, to comply with national anti-corruption laws, to adhere to international institutional ethics and integrity standards, and to support the United Nations Sustainable Development Goals.

The policy aligns with

- Oman Vision 2040
- Omani Penal Code (Royal Decree 7/2018)
- QS Stars / THE Impact Ranking Criteria
- UN SDG 16

Purpose

Sohar University upholds the highest standards of integrity, transparency, and ethical conduct in all its academic, research, administrative, and financial activities.

This document describes the University's zero-tolerance policy toward any form of organised crime, corruption, bribery, embezzlement, fraud, or abuse of power, ensuring that all stakeholders act in accordance with the principles of honesty, accountability, and fairness.

Scope

This policy applies to:

- All board members, academic staff, administrative and technical staff, students, contractors, vendors, consultants, and external collaborators associated with Sohar University.
- All financial transactions, procurements, recruitment, research projects, and collaborative partnerships undertaken by the University.

Guiding Principles

The University's guiding principles on anti-corruption are based on the following:

- **Integrity:** Upholding moral and ethical conduct in every action and decision.
- **Transparency:** Ensuring that all processes, particularly financial and administrative, are open and auditable.
- **Accountability:** Holding individuals and departments responsible for their actions and use of institutional resources.
- **Fairness:** Ensuring all contracts, appointments, and decisions are merit-based and free from favouritism or influence.
- **Compliance:** Adhering strictly to Omani national laws, international anti-corruption standards, and University governance codes.

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Definitions

- **Corruption:** Abuse of entrusted power for personal gain, including bribery, fraud, nepotism, or misuse of funds.
- **Bribery:** Offering, giving, receiving, or soliciting anything of value to influence an official action or decision.
- **Organised Crime:** Systematic criminal activities conducted by groups to obtain financial or material benefits through unlawful means.
- **Conflict of Interest:** A situation where personal interests interfere with professional duties and impartial judgment.

University Commitments

Zero Tolerance

Sohar University adopts a zero-tolerance policy toward corruption, bribery, fraud, and organized crime in any form.

All employees, students, and partners must conduct themselves ethically, without seeking or offering undue advantage.

Ethical Conduct

- All University members must demonstrate honesty, impartiality, and transparency in decision-making.
- Academic and administrative positions must never be used for personal or financial gain.
- Gifts or hospitality may only be accepted if they are of nominal value, culturally appropriate, and do not influence decision-making.

Procurement and Financial Integrity

- All purchases, contracts, and tenders must follow transparent procedures.
- No employee shall solicit, accept, or offer any benefit that could compromise objectivity in procurement or financial decisions.
- All transactions shall be recorded, monitored, and audited as per University Financial Regulations.

Academic and Research Integrity

- Research grants, collaborations (including authorship), and partnerships must be conducted ethically and transparently.
- Plagiarism, data falsification, and misuse of research funds are strictly prohibited.
- Any external sponsorship or partnership must be disclosed and approved by the Vice Chancellor's Office.

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Conflict of Interest

- Employees must declare any potential conflicts of interest as per the Conflict of Interest policy.
- The relevant committees will maintain records of such declarations and ensure fair oversight.

Whistleblower Protection

- Any individual who reports suspected corruption, bribery, or unethical conduct in good faith will be protected from retaliation, victimisation, or discrimination.
- Reports can be made confidentially to Human Resources Department
- All complaints will be investigated promptly, fairly, and confidentially.

Engagement with External Partners

- The University will collaborate only with partners and vendors who share its commitment to ethical conduct and anti-corruption values.
- All MoUs, contracts, and agreements shall include clauses related to ethical conduct.

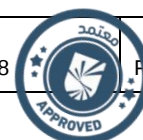
Implementation and Oversight

Unit	Responsibility
Human Resources Department	Receive complaints, conduct investigations, and submit reports to the Academic Board.
Finance Department	Monitor all transactions and ensure adherence to the Finance Manual.
Procurement Department	Ensure competitive bidding, fair selection, and complete contract documentation.
Human Resources Department	Include anti-corruption training in employee orientation and annual refreshers.
Internal Auditor	Conduct regular audits to detect and prevent misuse of funds.
Legal Advisor	Ensure compliance with Omani and international laws in formal documentation.

Training and Awareness

- Annual training programs will be organised for all staff on ethics, compliance, and anti-corruption principles.
- Students will be educated on ethical behaviour and academic integrity during orientation sessions.
- Awareness materials will be published through the University website and internal documentation repository.

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Disciplinary Actions

Any violation of this policy will result in disciplinary and legal action, which may include:

- Written warnings or termination of employment.
- Revocation of contracts or partnerships.
- Referral to law enforcement authorities under Omani Penal Code provisions.

Public Disclosure

- The University will publish this policy and its annual compliance statement on its official website.
- Annual audit reports and integrity assessments will be submitted to the EMC.

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