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**Regulation on Fighting Corruption and Bribery**  
**UNI - Universum International College**

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## **Purpose**

This regulation is established to promote a transparent, fair, and ethical environment at UNI - Universum International College, combating corruption, bribery, and all related forms of misconduct within the institution. It reflects our commitment to upholding integrity and accountability in education, research, and administration, and to fostering a culture resistant to corruption for the benefit of our institution and society.

### **1. Principles Against Organized Crime, Corruption, and Bribery**

- UNI adheres to a zero-tolerance policy for corruption, bribery, and organized crime. We are committed to transparency, honesty, and ethical practices across all levels of the institution.
- All processes related to academics, administration, finance, and decision-making will be conducted with complete transparency to eliminate opportunities for corrupt practices.
- Faculty, students, and staff are expected to adhere to high ethical standards in all activities, avoiding any engagement with corrupt activities or any attempts to undermine the institution's integrity.

### **2. Fighting Academic Plagiarism as a Form of Corruption**

- Academic plagiarism is strictly prohibited as it undermines academic integrity. Clear guidelines will be established, communicated, and enforced, with consequences for violations including disciplinary measures as per the college's code of conduct, as it is regulated with UNI Academic Integrity Policy.
- UNI will implement advanced plagiarism detection tools and regularly train staff and students on citation, research ethics, and the consequences of academic dishonesty, as regulated with UNI Academic Integrity Policy.
- Ongoing workshops and seminars will be organized to educate the academic community about the importance of originality and the harmful effects of academic plagiarism.

### **3. Combating Academic Corruption and Preventing Bribery**

- Students, faculty, and staff are prohibited from offering, soliciting, or accepting any form of bribe, gift, or favor to influence academic grades, admissions, or any other academic benefit.
- Faculty members are required to follow a secure and transparent grading process to eliminate the possibility of grade manipulation.
- Confidential reporting channels will be established to allow students and staff to report suspected cases of bribery or academic misconduct without fear of retaliation.
- Any faculty member suspected of engaging in such activities will be subject to investigation, disciplinary action, and, where appropriate, legal proceedings.

### **4. Fighting Corruption Among Administrative Staff**

- Administrative staff will be trained and required to maintain high ethical standards, avoiding any misuse of their position or resources.
- Regular audits will be conducted to ensure accountability within all administrative departments, with a particular focus on financial management, procurement, and admissions processes.
- Administrative staff found engaging in corrupt practices will face disciplinary action, including termination and potential legal consequences, depending on the severity of the offense.

### **5. Addressing the Culture of Corruption**

- UNI will work actively to foster a culture of honesty, transparency, and accountability within the institution.
- Courses, workshops, and seminars will be introduced to discuss the negative impact of corruption on both institutional and societal levels, emphasizing the importance of ethical practices.
- The institution will collaborate with local and international bodies to support the broader fight against corruption and promote best practices in education.

## **6. Conducting Awareness Campaigns Against Bribery and Corruption**

- Regular training sessions will be held for students, faculty, and administrative staff on identifying and resisting bribery and corruption.
- Awareness campaigns, including seminars, posters, and online resources, will be conducted to educate the entire campus community on the importance of rejecting bribery and promoting integrity.
- Anti-corruption modules and discussions will be integrated into relevant academic programs to instill a deeper understanding of ethical principles.

## **7. Awareness Campaigns on the Harm of Corruption to Emerging Democracies**

- Special focus will be given to educating students and staff on the detrimental effects of corruption on young democracies, particularly for Kosovo.
- Public lectures and discussions with experts in governance, law, and ethics will be organized to raise awareness about the broader implications of corruption.
- Through awareness campaigns, UNI aims to empower students and staff to become advocates for integrity and positive change in society.

## **8. Implementation and Oversight**

The institution will establish a monitoring system to ensure adherence to this regulation. Reports on efforts and incidents related to corruption and bribery will be reviewed periodically, and appropriate actions will be taken.

- Regular feedback will be sought from students, faculty, and staff to continually improve the effectiveness of anti-corruption measures. This regulation will be reviewed annually for updates and improvements in alignment with best practices.
- This regulation reflects the commitment of UNI to foster a corruption-free academic environment that upholds the highest standards of ethical conduct.



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**Prof. Ass. Valon Murati**  
Vice President for External Relations and Community Outreach