

## Anti-Bribery and Corruption Policy

Canadian University Dubai enforces a zero-tolerance policy towards bribery and corruption, aligning with relevant UAE laws and ethical standards, clearly outlined in the [CUD Policy and Procedure Manual](#), [Staff and Admin Handbook](#), and the [Student Handbook](#). The policy applies to all management, faculty, and staff.

**Bribery** is defined as offering, promising, or demanding an advantage (financial or otherwise) to induce illegal, unethical actions, or breaches of trust. This includes actions designed to make individuals perform duties dishonestly, often involving a "quid pro quo". **Corruption** is the misuse of one's position for private gain, benefiting oneself, family, friends, or others.

The policy explicitly prohibits:

- Giving or accepting payments, gifts, or hospitality, expecting an advantage in return.
- Offering payments, gifts, or hospitality to government officials to expedite procedures.
- Accepting payments or gifts from third parties suspected of expecting future advantages.
- Threatening anyone who refuses to participate in corrupt acts.
- Engaging in any other acts falling under the definitions of bribery or corruption.

Ultimate responsibility lies with the Board of Trustees, with the President ensuring rigorous application, delegating oversight to Vice-Presidents. Managers must ensure staff familiarity with the policy.

Preventative measures include risk assessment coordinated by the VP Finance and Administration to identify vulnerabilities, and risk monitoring by department heads, including detailed record-keeping.

Concerns about potential bribery or corruption should be reported to the immediate supervisor (if not involved) or the Director of Human Resources. The university guarantees protection against reprisals for disclosures made in good faith. See more on the page on [Ethical Conduct](#).