



Anti-Fraud and Bribery Policy Document

Background

The Mycetoma Research Center at the University of Khartoum is dedicated to upholding the principles of integrity, transparency, and accountability as fundamental tenets of its operational ethos. It recognises that fostering an environment of ethical conduct is essential to maintaining the trust of our stakeholders, including staff, partners, funding bodies, and the communities it serves.

This Anti-Fraud and Bribery Policy explicitly reaffirms the Center's unwavering commitment to zero tolerance for any form of fraud, bribery, corruption, or related misconduct. The Center believes that such behaviours undermine the credibility of its research, compromise our mission, and pose a significant risk to the reputation of the organisation and the university as a whole. Through this policy, the Center aims to establish clear standards, promote ethical decision-making, and ensure that all activities conducted under the auspices of the Center adhere to the highest ethical and legal standards.

Purpose

This policy aims to:

- Prevent, detect, and address fraud and bribery within the Center.
- Promote a culture of honesty and ethical behaviour.
- Protect the reputation and integrity of the Center and the University of Khartoum.

Scope

This policy applies to all employees, researchers, students, contractors, volunteers, and any other individuals or entities acting on behalf of the Mycetoma Research Center.

Definitions

Fraud: The intentional deception or misrepresentation made by an individual or entity to gain an unauthorised benefit or cause loss to another party.

Bribery: Offering, giving, receiving, or soliciting of anything of value to influence the actions of an official or individual in a position of authority.

Zero Tolerance Statement

The Mycetoma Research Center adopts a zero-tolerance approach to all forms of fraud and bribery. Any such conduct is considered a serious violation of organisational policies and legal obligations and will be subject to disciplinary action, including termination, legal proceedings, or both.

Responsibilities

Management: Ensure effective implementation of this policy, promote ethical conduct, and investigate reports of misconduct.

Employees and Affiliates: Conduct themselves with honesty and integrity, report suspicions of fraud or bribery, and cooperate with investigations.

Compliance Officer: Oversee adherence to this policy, handle reports, and coordinate investigations as necessary.

Reporting and Whistleblowing

Individuals are encouraged and mandated to report any suspicions or incidents of fraud or bribery. Reports can be made confidentially to the Compliance Officer or via designated channels, with assurance of protection against retaliation.

Investigation and Disciplinary Action

All reports will be promptly and thoroughly investigated. Confirmed cases of fraud or bribery will result in disciplinary measures, which may include dismissal, legal action, and reporting to relevant authorities.

Training and Awareness

Regular training sessions will be conducted to promote awareness of this policy, ethical standards, and reporting procedures.

Monitoring and Review

This policy will be reviewed annually and updated as necessary to ensure ongoing relevance and effectiveness.

Approved by:

Fahal

**Prof Ahmed Hassan Fahal
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17th March 2009

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