



Anti-Corruption and Anti-Bribery Policy

1. General Framework

University of Biskra is committed to the principles of integrity, transparency, and accountability, and firmly rejects all forms of corruption and bribery. This commitment is aligned with Algerian legislation, as well as ethical and professional values, with the aim of strengthening trust in public institutions.

2. Objectives

This policy aims to:

- Prevent all forms of corruption and bribery within the university.
- Promote a culture of integrity and ethical conduct.
- Protect public resources and ensure their proper management.
- Uphold fairness and equal opportunities.

3. Scope of Application

This policy applies to:

- All administrative staff and academic personnel.
- Students.
- Economic operators and partners.
- Any individual or entity directly or indirectly associated with the university.

4. Definitions

Corruption: Any illegal or unethical behavior intended to obtain personal benefit at the expense of the public interest.

Bribery: The offering, giving, requesting, or accepting of any undue advantage (financial or non-financial) in exchange for performing or refraining from an act improperly.

5. Core Principles

The university is guided by the following principles:

- Integrity and transparency in all activities.
- Accountability and responsibility.
- Equality and non-discrimination.
- Prevention of conflicts of interest.



6. Prohibited Practices

These include, but are not limited to:

- Offering or accepting bribes.
- Abuse of position for personal gain.
- Favoritism or unlawful mediation.
- Manipulation of public procurement processes.
- Misuse of public funds or assets.

7. Commitments

a. Management Commitments:

- Establish effective internal control mechanisms.
- Ensure transparency in procurement and recruitment processes.
- Promote awareness and training on anti-corruption practices.

b. Employee Commitments:

- Comply with applicable laws and regulations.
- Declare any conflict of interest.
- Refrain from accepting gifts or undue benefits.

8. Reporting Mechanisms

- The university shall provide secure and confidential channels for reporting corruption.
- Whistleblowers shall be protected against any form of retaliation.

9. Sanctions

- Any violation of this policy may result in:
 - Disciplinary actions in accordance with applicable regulations.
 - Legal proceedings where appropriate.

10. Awareness and Training

- Organizing training sessions and awareness workshops.
- Integrating integrity values into academic and administrative activities.

11. Monitoring and Evaluation

- Periodic review of this policy.
- Continuous assessment and improvement of its effectiveness.



12. Legal Framework

This policy is based on:

- Algerian anti-corruption legislation.
- Public service laws and regulations.
- Public procurement regulations.

13. Ethical and Value-Based Dimension

This policy aligns with universal ethical and moral values that promote:

- Honesty and integrity in work.
- Rejection of bribery and injustice.
- Justice and service to the public good.

Date:

14 AVR 2026

The Rector

مدير جامعة بسكرة
أ. د. ديبكي زهير

