

ICAR – NATIONAL DAIRY RESEARCH INSTITUTE, KARNAL

Anti-Bribery and Anti-Corruption Policy

1. Objective and Scope

This policy establishes a "Zero Tolerance" framework against bribery and corruption at ICAR-NDRI. It applies to all permanent and contractual employees, students, research scholars, vendors, and third-party stakeholders. As a premier national institute ICAR-NDRI the policies and administrative protocols are integrated with and implemented through the [Central Vigilance Commission \(CVC\)](#).

2. Core Pillars of Conduct

- **Zero Tolerance:** Prohibition of seeking, accepting, offering, or giving any "undue advantage" (cash, gifts, favors, or hospitality) to influence official outcomes. The [Prohibition of Corruption Act \(1998\)](#) amended in 2018 will be the guiding rules for implementation.
- **Integrity in Decision Making:** All administrative and scientific decisions must be based on merit, transparency, and the institutional interest.
- **Conflict of Interest:** Mandatory disclosure of any personal or financial interest in any institutional dealing (e.g., procurement from a relative's firm).
- **Institutional Watchdogs:** The [Central Vigilance Commission \(CVC\)](#), the apex body for integrity and preventive vigilance; [the Lokpal \(National level\) and Lokayuktas \(State level\)](#), the independent ombudsmen empowered to investigate allegations against even high-ranking officials, including Ministers and Group A officers; the [Central Bureau of Investigation \(CBI\)](#) and the [Enforcement Directorate \(ED\)](#), the primary agencies for investigating high-stakes corruption and money laundering

3. Domain-Specific Provisions

A. Procurement and Financial Dealings (As per GFR 2017/2026)

- **Mandatory GeM Usage:** Procurement of goods and services must be executed via the [Government e-Marketplace \(GeM\)](#) as per Rule 149 of [the General Finance Rules \(GFR\)](#) of the Govt. of India.
- **Integrity Pact:** For high-value tenders (above ₹50 Lakhs or as specified by ICAR), bidders must sign an Integrity Pact committing to ethical conduct.
- **Banning of Bidders:** Any firm found guilty under the Prevention of Corruption Act or for "collusive bidding" will be debarred for a period of up to 3 years.
- **Reasonability of Rates:** Committees (LPC/SPC) must certify price reasonability to prevent kickbacks or over-invoicing.

B. Academic and Research Integrity (As per UGC & ICAR Mandates)

- **Anti-Plagiarism:** Zero tolerance for "data fabrication" or "plagiarism" in research papers and theses. Academic corruption (buying results or authorship) is treated as a major misconduct as per the [University Grants Commission](#).
- **Fair Evaluation:** Prohibition of undue influence (financial or social) in the evaluation of answer scripts, selection of Senior/Junior Research Fellows (SRF/JRF), and Ph.D. visa's. Faculty and staff are directed to not to discuss or any confidential matters related to academic, administrative and official purpose to anyone. Violation of which will be dealt as per appropriate rules & regulations/laws mentioned in CCS conduct rules.

- **Grant Management:** Use of research funds ([ICAR](#), [DBT](#), [DST](#), [ANRE](#), etc.) must follow strict audit trails. Mis-utilization of research contingency for personal gain is strictly prohibited. Any assets created through government expenditure

C. Dealing with Public and Stakeholders

- **Consultancy & Technology Transfer:** Licensing of NDRI technologies or consultancy services must follow ICAR Guidelines for Intellectual Property Management. No private "consultancy fees" can be accepted directly by staff.
- **Public Interface:** Staff dealing with farmers (e.g., at the Dairy Mela or during seed/semen distribution) must ensure a first-come-first-served basis or merit-based allocation to prevent "speed money."

4. Gifts and Hospitality

- **CCS (Conduct) Rules:** Staff are prohibited from accepting gifts from any person/firm having official dealings with the Institute.
- **Limits:** Ceremonial gifts of a value exceeding ₹5,000 (for Group A/B) must be reported to the Competent Authority.
- **Prohibition:** Acceptance of lavish hospitality (air travel, hotel stays) from vendors or private stakeholders is strictly forbidden.

5. Reporting and Whistleblower Mechanism

- **Internal Vigilance Officer (IVO):** ICAR-NDRI shall maintain a dedicated Vigilance Cell. Any staff member or stakeholder can report suspicious activity to the IVO or the Director.
- **Protection:** The identity of the whistle-blower shall be protected under the **Whistle Blowers Protection Act**. No employee shall face retaliation for reporting in good faith.
- **CVC Portal:** Serious cases of corruption can be reported directly to the **Central Vigilance Commission (CVC)**.

6. Penalties for Non-Compliance

Violations will lead to disciplinary action under the **CCS (CCA) Rules, 1965**, which may include:

1. Censure or withholding of increments.
2. Compulsory retirement or dismissal from service.
3. Legal prosecution under the **Prevention of Corruption Act**.