Date: October 30, 205
TO: All University Officials, Faculty, Staff, Researchers, and Students
SUBJECT: Universidad De Manila's Principles and Commitments Against Organized Crime, Corruption, and Bribery

Purpose

In alignment with Universidad De Manila's mission to uphold integrity, accountability, and ethical conduct, this memorandum outlines the university's principles and commitments to combat organized crime, corruption, and bribery. Our institution is dedicated to creating an environment where transparency and integrity are central to academic and professional activities.

Principles and Commitments

1. **Zero Tolerance for Organized Crime**. Universidad De Manila strictly prohibits any involvement or support of organized crime in all university activities. This includes preventing the use of university resources, facilities, or partnerships in activities linked to organized criminal enterprises or illicit activities. The university remains vigilant against money laundering, trafficking, and other illegal conduct within its community.
2. **Commitment to Anti-Corruption Practices**. The university upholds a commitment to transparency and fairness in all administrative, academic, and financial activities. Universidad De Manila prohibits any act of corruption, including the misuse of resources or power for personal gain. All employees, faculty, students, and associated parties are expected to perform their roles ethically and to report any suspicious activity promptly.
3. **Prohibition of Bribery**. Bribery in any form is strictly prohibited. No member of the university community—faculty, staff, or student—shall offer, accept, solicit, or provide anything of value to improperly influence the actions or decisions of any individual or organization. All transactions, engagements, and collaborations must be conducted with full transparency and accountability.
4. **Promotion of a Culture of Integrity**. Universidad De Manila promotes a culture of integrity, where ethical standards and respect for legal obligations are paramount. Through training programs, awareness campaigns, and ethical guidelines, the university is committed to educating all community members on the importance of resisting corruption and adhering to high moral standards.
5. **Transparent and Accountable Partnerships**. The university's partnerships and collaborations will only be pursued with entities that align with our values of integrity and legal compliance. Universidad De Manila conducts thorough assessments of all external partners, contractors, and vendors to ensure they share our commitment to ethical conduct and transparency.

Reporting Mechanisms

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To uphold these commitments, Universidad De Manila provides a confidential reporting system where faculty, staff, and students can report instances of corruption, bribery, or any unethical behavior. Reports may be made anonymously, and the Office of Legal Affairs will thoroughly investigate all cases. The university guarantees protection from retaliation for those who report suspected violations in good faith.

Compliance and Disciplinary Measures

Failure to comply with these principles may result in disciplinary action, including suspension, termination, or legal action, depending on the severity of the violation. Universidad De Manila enforces this policy consistently to protect the integrity of our institution and to reinforce our commitment to ethical standards.

Universidad De Manila reaffirms its dedication to maintaining a university environment free from organized crime, corruption, and bribery. By committing to these principles, we foster a community based on trust, respect, and transparency, contributing to a culture of academic excellence and public accountability. We call upon every member of our university to uphold these standards and to be vigilant in safeguarding our institution's integrity.

Ma. Felma Carlos-Tria, ED. D.
President

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PREPARED BY:	APPROVED BY:		
NAME POSITION	NAME POSITION		

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