



ITEM TITLE	FRAUD AND CORRUPTION PREVENTION CIRCULAR
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Incidents of corruption and fraud have been on the rise in our society, with the University not immune from such occurrences. This being a function of societal ills filtering into UJ, as picked up from incidents that have occurred in the recent past.

MEC wishes to thank staff members who have come forth to report incidents of unethical conduct and wrongdoing, the exemplary standard has meant a further strengthening of our controls processes. Thus, the MEC wishes to remind staff of our individual and collective responsibility to act with integrity and exercise ethical conduct.

Recent incidents include:

- A financial accountant sentenced to 15 years' imprisonment and had pension fund attached due to fraudulently misappropriating University funds.
- Arrest of a former student and dismissal of staff upon irregularities being exposed and investigated in the financial aid domain.
- Dismissal of a staff member due to bribery enacted on students.
- Suspension of staff due to misappropriation of University assets, with ongoing disciplinary process.
- Suspension and dismissal of employees who established a vehicle rental syndicate.
- Suspension and dismissal of employees who forged supervisors' signatures for approval of rental vehicles.

The University community is thus reminded of the following:

- The University's stance of a zero-tolerance approach to fraud, corruption and related acts of dishonesty or misconduct.
- The University's commitment in ensuring that incidents of fraud are dealt with appropriately. The process may include:
 - Taking appropriate action against offenders.
 - The referral of persons to law enforcement agencies for possible criminal prosecution.
 - The recovery of assets.
 - Recovery of monetary loss through attachment of pension funds.
- All staff and students are implored to:
 - Exercise the highest level of integrity through sound compliance with applicable policies and procedures.
 - Implement controls for the prevention and detection of fraud.
 - Report any unethical conduct on the University's Ethics Hotline → www.tip-offs.com.
 - Reports must be made without malice, must be in good faith, and must not be made for purposes of personal gain.

UJ shall ensure that whoever makes a disclosure, will not be penalised or suffer any adverse treatment for reporting. However, any employee who acts in bad faith or makes an allegation for the purposes of personal gain and/or acts with malice may be subjected to a disciplinary process.

Your cooperation with the above assists the University in increasing vigilance and in applying sound governance as part of our institutional fraud prevention programme.

Reporting:

Free Call : 0800 872 846

Email : uj@tip-offs.com

Website : www.tip-offs.com