

Holistic Ethical Organizational Culture at Marwadi University

Development of Clear Ethical Values

Management and supervision of compliance across the University are the responsibilities of the Office of Compliance and Ethics. It works to preserve institutional compliance by continuously observing all relevant laws, rules, best practices, and university policies. It also works to promote ethical principles and behaviour among all university staff members.

Ethical Values-based Training

We are aware that creating an ethical culture requires more than simply stating our values; it also requires proactive community education. As such, we use our ethical standards to periodically train staff members at all organizational levels. These training education focus on how to handle possible ethical issues and how our ethical values are used in the actual world in day-to-day operations and decision-making.

Our Learning and development will teach participants how to lessen the risk of a moral error in the workplace. This will cover how to create a live, breathing code of ethics by examining its many components, how to train people of all ages, and how to consistently reward and penalize moral behaviour at all levels of the workforce. Our objective is to provide participants the tools they need to understand the essential components of a code of ethics, create rules that encourage the use of support while limiting retaliation against whistleblowers, and establish the foundation for an ethical workplace culture.

Internal Reporting System and Grievance Procedure

Marwadi University has established an internal grievance procedure and reporting system to guarantee that ethical issues can be brought to light and appropriately handled. This method, which is managed by our office for ethical compliance, allows anyone at Marwadi University to anonymously report suspected ethical violations without fear of repercussions.

We also have a fair and open grievance process for staff members about employment-related issues. This technique gives employees a way to voice issues or grievances regarding their job in a way that avoids victimization, harassment, discrimination, or any other sort of unjust treatment. Our university multifaceted

approach to developing a comprehensive ethical corporate culture. We work to support and promote a culture where ethical behaviour is the rule rather than the exception by creating clear ethical values, offering ethics-based training, creating an Office for Ethical Compliance, and putting in place a robust internal reporting system and grievance procedure.



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