

**To:** All Faculty, Staff, and Students  
**From:** Office of the Acting University President  
**Date:** April 3, 2022  
**Subject:** Urdaneta City University's Principles and Commitments on Organized Crime, Corruption, and Bribery

## Purpose

This memorandum serves to reaffirm Urdaneta City University's (UCU) commitment to upholding the highest standards of integrity, ethics, and accountability in all its operations. UCU is dedicated to fostering a culture of transparency and zero tolerance toward organized crime, corruption, and bribery.

## Principles and Commitments

### 1. Zero Tolerance for Corruption and Bribery

UCU has a strict zero-tolerance policy for any form of corruption or bribery. Engaging in or condoning corrupt practices is strictly prohibited and subject to disciplinary action in accordance with UCU policies and the law.

### 2. Commitment to Integrity and Transparency

UCU is committed to conducting all business, academic, and administrative operations with integrity and transparency. We expect all employees, faculty, students, and partners to adhere to the highest ethical standards and to avoid any conflicts of interest that could compromise the university's reputation.

### 3. Strict Adherence to Anti-Corruption Laws

UCU complies with all national and international laws regarding corruption and bribery. The university pledges to maintain ethical and legal standards in all activities and expects all stakeholders to understand and follow relevant regulations.

### 4. Prohibition of Organized Crime Involvement

UCU strictly prohibits any association with individuals or organizations involved in organized crime. The university will take all necessary steps to prevent organized crime from influencing or benefiting from its operations.

### 5. Promotion of Accountability

UCU fosters an environment where accountability is paramount. All faculty, staff, and students are encouraged to report any suspected instances of corruption, bribery, or organized crime. UCU will protect whistleblowers to ensure that reports can be made without fear of retaliation.

### 6. Ethics Training and Awareness Programs

UCU will provide regular training on ethics, anti-corruption, and anti-bribery for all faculty, staff, and students. These programs are designed to promote awareness, build ethical decision-making skills, and support adherence to UCU's principles and commitments.

## Reporting Procedures

Any member of the UCU community who encounters or suspects corruption, bribery, or organized crime involvement is encouraged to report it immediately. Reports can be made confidentially to the Office of Compliance or the university's designated ethics officer. All reports will be investigated with discretion, and appropriate actions will be taken.

## Enforcement and Sanctions

Violations of UCU's policies on organized crime, corruption, and bribery will result in disciplinary measures, which may include suspension, termination, or expulsion, as well as legal action when applicable.

## Conclusion

Urdaneta City University is committed to creating an environment rooted in ethics, accountability, and social responsibility. Together, we can ensure that our university remains a model of integrity, free from the harmful influences of organized crime, corruption, and bribery.

Thank you for your attention to this important matter and for your continued commitment to upholding UCU's standards of integrity and excellence.

**Respectfully yours,**

**ATTY. DAR A. DIGA**  
Acting University President