



## Announcement of Kasetsart University

Subject: The University's policies to enhance the morality and transparency of the University  
Administrators of Kasetsart University

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In order to show the commitment of the management of Kasetsart University to be consistent with the directions of the National Anti-Corruption Strategy, Phase Three, 2017-2021, and to be in line with the current National Strategy, as such, the university sets the rules and policies to enhance the morality and transparency of the Kasetsart University administrators and personnel at all levels.

By virtue of Sections 32 and 37 of Kasetsart University, which are approved by the Executive Committee of Kasetsart University at the Extraordinary General Meeting No. 1/2560 held on 20 February 2017, the management policy to promote the morality and transparency of Kasetsart University administrators was set as follows:

### 1. Transparency Policy

The university management must provide opportunities and seek collaboration from administrators and personnel, as well as stakeholders to understand and participate in the university process and realize the benefits of being involved in the process. Feedback and satisfaction must be taken into account to identify and improve the work performance effectively and continuously, while disclosing organizational information according to the official information by-laws. Actual data must be revised including handling complaints about performance and systematic service.

In cases where personnel, service recipients and stakeholders have concerns about the transparency of their work or service, they can ask for clarification. For example, an open and transparent government procurement process with which the university can handle such questions to provide transparency in the operations and services of the university.

### 2. Liability policy

The university's management must be responsible for the performance of its duties with full commitment and perform duties in accordance with the laws, regulations, rules, announcements including policies and the mission of the university. It must manage with honesty, and be a good example to the people and the public, and be responsible for the results of management and its duties in the event of an error.

### 3. Fraud and Corruption Prevention Policy

The university management is obligated to act and encourage university personnel to comply strictly with discipline and the ethical requirements of the university to prevent workplace misconduct, indiscipline and unethical actions. Cases of alleged fraud will be subject to disciplinary action according to the code of conduct, whether for corruption or a request for any item or bribery from interested parties or by obtaining special benefits from the job position. It is the responsibility of the university management to comply with relevant laws.

### 4. Cultural Integrity Policy

The university management must be committed to value honesty, promote a positive work culture, and foster honest communication between personnel. To eliminate corruption, the management should enhance awareness about the consequences of corruption in the line of duty by creating internal controls to counterbalance units in the organization, and the management must be a good example both to university personnel and the public. Benefits should not be sought from being an executive or as a result of any contract of the university. All personnel also have the duty to prevent fraud. In cases of corruption at the university, the provisions of the relevant law must be considered.

### 5. Code of Conduct and Work Ethics Policy

The university management must adhere to good governance for administration, personnel administration, and finance. It is required that the process of administrative decisions must be fair and equitable without discrimination, ensuring a transparent process that is verifiable. The university management is required to prepare good budgets and pay attention to the benefits of the organization. There should also be an emphasis on the environment that facilitates the work of the personnel and encourages the personnel to behave morally and with good standards of work.

### 6. Corporate Communications Policy

The university management must prioritize communicating effectively inside and outside the organization with a variety of methods and channels, with correct, accurate and up-to-date information.

This policy takes immediate effect.

Announced on 21 February 2017



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Acting President

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