

The background is a collage of four quadrants. The top-left quadrant shows a stack of papers with a purple tint. The top-right quadrant shows a clock face with a blue tint. The bottom-left quadrant shows a stack of papers with a green tint. The bottom-right quadrant shows a clock face with a yellow and orange tint.

Corruption at University

Improving the capacity of the University system to create a framework for Battling Discrimination, Corruption aimed at Academic Integrity

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Corruption at University

- In 2008 State Attorney's Office and the Ministry of Interior conducted anticorruption action INDEX
- 69 person were indicted because of criminal offences:
 - BRIBING
 - ILLEGAL MEDIATION
 - INCITING ILLEGAL MEDIATION
 - ABUSE OF POSITION AND AUTHOROTIES
 - SEXUAL HARASSEMET
 - AIDING AND OBETTING



Corruption at University

WHY DID CORRUPTION OCCURED?

- Lack of communication
- Poor level of awareness of academic integrity
- Social apathy about corruption, sexual harassment and non-discrimination issues
- Lack of education initiatives




RESULT:

**UNACCEPTABLE BEHAVIOUR IN
ACADEMIC COMMUNITY**



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TARGET GROUPS:



- 
- Academic staff, students and university administration
 - General public
 - The private and government sector
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CONSTRAINS:

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- Lack of awareness that corruption and discrimination are danger to society
 - Bribing is considered socially acceptable
 - Unwillingness and fear of reporting cases of corruption and discrimination
 - General resignation of society towards the mentioned problems
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- **OVERALL OBJECTIVE:** Develop progressive techniques to directly combat corruption and discrimination throughout the academic community in Croatia. Secondly, create a legal framework, to enable sustained preventive anti-corruption and anti-discrimination measures.
- **DURATION OF THE PROJECT:** The project will last 24 months. During the first stage (first 12 months) the project will be implemented at the faculties and academies at the University of Zagreb. In the second phase (second 12 months), segments of project will be implemented at four of the largest Universities in Croatia with a focus on policy advocating and awareness raising actions.
- **SPECIFIC PROJECT OBJECTIVES:**
 - Establishment of a central office for coordination and implementation of a nationwide anti-discrimination and anti-corruption policy.
 - Development of a legal framework, in line with EU and International standards, which will be applied to all Universities to prevent and battle corruption and discrimination.
 - Development of mechanisms to combat corruption and discrimination in the academic community.
 - Employing good practice techniques for combating corruption and discrimination.
 - Long term cooperation with government bodies and CSOs.
 - Support the national strategy for preventing corruption.



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- **POLICY ADVOCACY ACTIONS**

- Development of strategy and action plan for combating corruption and discrimination
- Research project on the extent of corruption and discrimination at four Croatian Universities
- Reviewing existing and adopting new Codes of Ethics at all four Croatian Universities involved in the project and harmonization of other University regulations with University Code of Ethics
- Implementation of recommendations made by the Ministry of science, education and sports for Rectors Council of Croatian Universities (fight against discrimination, sexual harassment, and implementation of values guaranteed by the Code of Ethics) through implementation of new legal standards

- **AWARENESS RAISING AND EDUCATION ACTIONS**

- Creation of specialized, issue focused WEB portal
- Production of short educational film that should be presented to academic society members (students, professors, and administration staff)
- Organization of trainings for students ombudsman's and members of ethical committees at universities faculties and academies
- Organization of round tables about issues related to discrimination, sexual harassment, mobbing and academic values for students, professors and administration staff
- Production of anticorruption and non-discrimination brochures and newsletters for academic community members

- **DIRECT ASSISTANCE ACTIONS**

- Establishment of Central office for promotion and protection of ethical principles at University of Zagreb and direct assistance through Central office in alleged cases of corruption and/or discrimination
- Establishment of students ombudsman's offices at faculties and academies at all four Universities. Training for students ombudsman's so that they could be capable to help students in alleged cases of corruption and/or discrimination
- Development of mechanisms for reporting cases of corruption and/or discrimination (web page...)



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- **NETWORKING ACTIONS**

- Cooperation among four biggest Croatian Universities in implementing Objectives of this projects in order to equalize quality of educational and professional standards in higher education in the whole country
- Cooperation of Central office with student ombudsman's offices at University of Zagreb
- Development of network between student ombudsman's at four Croatian Universities participating in the project
- Cooperation with partner Universities in EU regarding follow up of good practices
- Cooperation with CSO's that are engaged in fight against corruption and discrimination; Cooperation with government bodies that are engaged in fight against corruption and discrimination

- **CAPACITY BUILDING ACTIONS**

- Practical workshops for first year students on unacceptable i.e. acceptable codes of behaviors in academic community
- Education for new employees (professors and administration) on unacceptable i.e. acceptable codes of behaviors in academic community
- Long-term cooperation among Universities in Croatia on issues related to combat corruption and discrimination
- Publication of news letters, quidlines and maintenance of WEB page by the Central office
- Anonymous reporting system developed
- Central office trained to monitor and follow EU standards and analysis related to this issues and to make its own analyses and policy statements

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PROJECT OUTPUTS:

- Develop and publish a strategy to battle corruption within the University system
- Implementation of the new legal framework which will assure long term prevention of corruption and discrimination as well as develop tools for battling these social evils.
- Implementation of the recommendation of the Ministry of Science, Education and Sport, which will be fully developed through these project activities.
- Development and implementation of web pages which will contain all necessary information for members of the academic community, related to their rights and obligations in cases of corruption and discrimination.
- Development of system which enables anonymous reporting of corruption and discrimination cases through specialized web portals, and drop boxes at Universities.
- Short educational video (20 minutes) which will demonstrate examples of corruption and discrimination in the academic community. The film will be required viewing for all entering freshmen and all employees at the University (professors and administration). All parties will sign a disclaimer that they have been made fully aware of the negative impacts of corruption and discrimination in the academic community and the zero tolerance policy.
- Establishment of the University central office for battling corruption and discrimination
- Establishment of the student Ombudsman offices
- Development of cooperation between Croatian Universities and those in the EU
- Further enhance the cooperation with government bodies, which are part of the fight against corruption.
- Development of cooperation with the NGO sector which are involved in the fight against corruption.
- Development of long term education initiatives for students, freshmen, student Ombudsmen, new employees, members of the ethics committee from the University and faculties.
- Publication of a CD which contains information about the workings of the Central office, the student Ombudsman's office, information about the progress made in the battle against corruption and discrimination, information about the rights of individuals in the university system.



THANK YOU

