

Policy to Promote Transparency, Accountability and Stakeholder Participation in Governance Processes

Policy Effective from 08th January 2022

1. Introduction-

- The institution is committed to promote transparency, accountability and stakeholder participation in all governance processes.
- This policy aims to outline the principles, mechanisms and responsibilities for promoting openness, integrity and inclusivity in decision-making.

2. Transparency-

Transparency entails providing accessible, accurate and timely information to stakeholders regarding governance activities, decisions and outcomes.

Mechanisms:

- Publication of governance related documents.
- Establishment of online portals or platforms for public access to relevant information.
- Proactive disclosure of information through newsletters, press releases and other communication channels.

3. Accountability-

Accountability involves holding individuals and entities responsible for their actions, decisions, and outcomes.

Framework:

- Clear delineation of roles, responsibilities and performance expectations for all stakeholders.
- Implementation of performance monitoring and evaluation mechanisms to assess adherence to governance principles.
- Establishment of procedures for reporting misconduct, conflicts of interest or breaches of trust.

4. Stakeholder Participation-

Stakeholder participation encompasses engaging individuals and groups affected by governance decisions in the decision-making process.

Mechanisms:

- Formation of advisory committees or other committee representing diverse stakeholder interests.



- Integration of stakeholder perspectives and concerns into decision-making processes through dialogue and collaboration.

5. Governance Structures-

The institution's governance structure shall be transparent, inclusive and accountable.

Roles and Responsibilities:

- Clarification of the roles and responsibilities of governing bodies, management and stakeholders in governance processes.
- Establishment of decision-making procedures, including delegation of authority and conflict resolution mechanisms.
- Adoption of measures to prevent conflicts of interest and ensure impartiality in decision-making.

6. Monitoring and Evaluation-

Methods:

- Regular monitoring of adherence to transparency, accountability and stakeholder participation principles.
- Evaluation of governance processes and outcomes against predetermined criteria and benchmarks.

Continuous Improvement:

- Utilization of feedback mechanisms to identify areas for improvement and best practices.
- Implementation of corrective actions and enhancements to governance practices based on evaluation findings.

7. Training -

Training Programs:

- Development and delivery of training programs to enhance awareness and understanding of governance principles among staff, management and stakeholders.

8. Communication and Reporting-

Communication Strategies:

- Development of communication strategies to effectively disseminate information to stakeholders and solicit their input.

Reporting Mechanisms:

- Establishment of reporting mechanisms to provide regular updates on governance activities, decisions and outcomes to stakeholders.



- Creation of platforms for engaging stakeholders in dialogue, consultation and collaboration on governance matters.

9. Compliance and Enforcement-

Compliance Mechanisms:

- Implementation of policies and procedures to ensure compliance with transparency, accountability and stakeholder participation requirements.

Enforcement Procedures:

- Establishment of enforcement procedures to address violations or non-compliance with governance principles.

Remedial Actions:

- Adoption of remedial actions and sanctions for misconduct, breaches of trust or non-compliance with governance policies.

10. Conclusion-

- The institution reaffirms its commitment to promoting transparency, accountability, and stakeholder participation in governance processes.
- This policy serves as a framework for upholding integrity, effectiveness and trust in institutional governance.

Date: 07/01/2022

Dr. B. B. Waphare
Principal



Principal
MIT Arts, Commerce & Science College
Alandi, Pune - 412 105.