



**CHULABHORN  
ROYAL ACADEMY**

## **Notification**

### **Re : 2024 Policy Statement on Non-Acceptance of Gifts and/or Any Other Benefits in Connection with Work**

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Chulabhorn Royal Academy has been operating with good governance principles, based on Chulabhorn Royal Academy Code of Ethics B.E. 2564, which stipulates that all executives and personnel are obliged to uphold transparent and verifiable work values, devoid of conflicts of interest, with preparedness to undergo scrutiny, and that they must not use their status or position to solicit unjustifiable benefits, whether of monetary value or otherwise, for themselves or others, nor must they accept gifts and/or any other benefits, excluding those received on the basis of “Dhammajanya”<sup>1</sup> or in accordance with prevailing social norms.

In consistence with the above-mentioned principles and in a demonstration of its commitment to championing honesty as a core value in performing duty in accordance with the National Reform Plan in the area of prevention and suppression of corruption and misconduct (revised edition) as approved by the Cabinet on 8 December B.E. 2563, which necessitates that every government agency, including Chulabhorn Royal Academy, formally declares its commitment to a policy wherein all personnel refrain from accepting gifts or

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<sup>1</sup> Note: Accepting gifts or other benefits on the basis of “Dhammajanya” refers to the acceptance of gifts or benefits that could be of monetary value given during festival seasons, important occasions, as well as those given on the occasion of expressing congratulations, thankfulness, welcome, condolences, or as part of social etiquette.

benefits associated with their work, Chulabhorn Royal Academy has, therefore, formulated a policy for all executives and personnel to pursue as follows:

1. All personnel must not use their status or position to solicit any unjustifiable benefits, of monetary value or otherwise, for themselves and others, nor must they accept gifts and/or any other kinds of benefits in connection with work be it before, during, or after performing any particular duty, which may generate corruption and misconduct;

2. In instances where gifts and/or any other benefits are received on the basis of “Dhammajanya”, and are unavoidably accepted to maintain goodwill, friendship or good personal relationships, the criteria for accepting gifts or any other benefits on the basis of “Dhammajanya” by government officials, as outlined in the Announcement of the Office of the National Anti-Corruption Commission B.E. 2563, have to be followed, to the effect that such acceptance must be reported to the highest ranking executive within 30 days for evaluation of its necessity, appropriateness, and eligibility for possession.

Personnel are encouraged to express congratulatory, goodwill, and welcoming sentiments, or other gestures in line with social norms through means other than gift-giving. Options such as sending greeting cards or communicating through electronic channels are recommended.

This policy is announced for the adherence of all personnel at Chulabhorn Royal Academy.

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on Behalf of Secretary General Chulabhorn Royal Academy