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Policy on Mental Health & Well-Being

W.e.f.: 01st July, 2024

Medhavi Skills University is committed to promote psychological and emotional well-being, reducing stigma associated with seeking help, preventing avoidable mental health risks, and facilitating timely access to appropriate support for students, faculty, and staff. This mental wellness policy for students, faculty, and staff establishes a supportive framework to access mental health information, counselling, and appropriate professional support in a confidential and non-discriminatory environment.

Purpose

- Promote positive mental health and emotional well-being across the University community.
- Provide accessible pathways for students, faculty and staff to seek counselling and professional support.
- Promote early identification of distress and appropriate referral to qualified professionals.
- Create a respectful, inclusive and non-stigmatizing campus and workplace environment.

Scope and Core Principles

The policy applies to all students, research scholars, faculty members, teaching and non-teaching staff, and other members of the University community, as applicable.

The core principles of the policy are confidentiality, accessibility, inclusivity, early help-seeking, and professional care. Personal information shall be kept confidential, support and referral pathways shall be accessible, and no person shall face discrimination for seeking mental health support.

Counselling and clinical interventions shall be provided only by qualified professionals within their scope of practice. To this end, a Psychological Support & Wellness Cell shall be constituted with trained and certified psychologists/counsellors to provide appropriate psychological support and facilitate referrals, wherever required.

Awareness and Communication

The University shall promote mental wellness through appropriate activities such as:

- Mental health awareness, orientation and sensitisation programmes to promote understanding and reduce stigma.
- Workshops on stress management, meditation, yoga, emotional regulation, healthy coping, and work-life/study-life balance.
- Wellness activities including mindfulness, physical fitness, recreation, and other holistic well-being initiatives.

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- Awareness and communication materials on mental health, help-seeking, available support, and referral pathways.
- Faculty, staff and student engagement activities promoting supportive communication, positive peer relationships, inclusion, belonging, and appropriate referral.

The University shall make information on mental health support visible and accessible through suitable channels such as the University website/intranet, student and staff handbooks, orientation programmes, email/circulars, notice boards and awareness materials. Signposting should, where applicable, provide the service name, contact details, location/access method, and emergency guidance.

Support for Students

- Faculty mentors shall serve as the first point of contact, encourage students to seek support, and, where required, refer them to the Psychological Support & Wellness Cell for appropriate assistance or further referral to qualified professionals.
- Faculty mentors shall provide support within their competence and shall not diagnose or provide clinical treatment.
- Academic and student-support authorities may facilitate access to available support services without undertaking clinical diagnosis or treatment.

  All concerns shall be handled with appropriate confidentiality, subject to safety requirements, professional referral, and applicable University rules and law.

Support for Faculty and Staff

- Faculty and staff shall have access to information about available mental health and counselling support, including support available through the Psychological Support & Wellness Cell.
- Faculty and staff may seek confidential guidance and support from the Psychological Support & Wellness Cell whenever required.
- Awareness programmes may address occupational stress, burnout prevention, emotional well-being, and supportive supervisory practices.

Confidentiality and Privacy

Keeping in view the sensitive nature of mental health and personal details, such information shall be handled with appropriate confidentiality. Records relating to counselling or professional support shall not be used for general institutional reporting in identifiable form.

Documentation and Evidence

For institutional monitoring and accreditation/reporting purposes, the University may maintain a consolidated record of the approved policy, circulars, awareness materials, programme schedules, photographs, service directories and referral/signposting information**. Personal counselling records shall not be included as general evidence.**

Policy Review Cycle

This policy shall be reviewed at least once every five years or earlier when required by changes in university requirements, applicable regulations, professional guidance or identified campus need.

