

MENTAL HEALTH AND WELL-BEING POLICY

Nirmala College, Ujjain

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Nirmala College of Education, Ujjain

1. Purpose

Nirmala College, Ujjain recognises mental health and emotional well-being as important components of students' academic success, personal development, and overall well-being. This policy aims to create a safe, supportive, and inclusive campus environment where students can access mental health support without stigma or discrimination.

The policy focuses on mental health promotion, early identification, counselling, crisis response, referral, and student support.

2. Objectives

The college shall:

- Promote mental health awareness and emotional well-being.
- Reduce stigma associated with seeking psychological support.
- Provide accessible and confidential counselling services.
- Encourage early identification of students experiencing psychological distress.
- Establish clear procedures for responding to mental health emergencies.
- Facilitate referrals to qualified external professionals when required.
- Provide reasonable academic support during significant mental health difficulties.
- Build a supportive and mentally healthy campus culture.

3. Mental Health Support Services

The college shall provide or facilitate access to qualified counsellors/psychologists.

Support may include:

- Individual counselling

- Stress and anxiety management
- Emotional regulation
- Academic and adjustment concerns
- Relationship and interpersonal concerns
- Grief and loss support
- Psychoeducation
- Crisis assessment and referral

Students may access services through self-referral, faculty/mentor referral, peer referral, or student welfare services.

4. Confidentiality

Counselling services shall maintain confidentiality and protect students' privacy.

Information shared during counselling shall not ordinarily be disclosed without the student's consent, except when:

- There is a serious and immediate risk of harm to the student or another person.
- Disclosure is required by law.
- Emergency medical or psychological intervention is necessary.

Counselling records shall be securely maintained and accessed only by authorised personnel.

5. Crisis and Emergency Response

Where a student presents an immediate risk of suicide, self-harm, violence, severe psychological disturbance, or another mental health emergency, student safety shall be prioritised.

The college shall:

1. Inform the designated mental health/emergency personnel.
2. Arrange immediate professional or medical assessment.
3. Contact appropriate emergency services when required.
4. Involve the student's emergency contact/parent or guardian where appropriate and permissible.
5. Provide follow-up support and facilitate referral for continued care.

6. Mental Health Promotion

The college shall conduct regular preventive and awareness activities such as:

- Mental health awareness programmes

- Stress-management and coping workshops
- Emotional well-being sessions
- Mindfulness and relaxation activities
- Suicide-prevention and help-seeking awareness
- Peer-support initiatives
- Faculty sensitisation programmes
- Other well-being and expressive activities

Mental health promotion shall be conducted throughout the academic year.

7. Faculty and Staff Responsibilities

Faculty and staff shall:

- Respond to students with empathy and respect.
- Encourage students to seek professional support when required.
- Refer concerning cases to the designated support system.
- Maintain appropriate confidentiality.
- Immediately escalate serious safety concerns.

Faculty members should not diagnose students or provide psychological treatment unless professionally qualified and authorised to do so.

8. Student Rights

Every student has the right to:

- Be treated with dignity and respect.
- Access mental health support without discrimination.
- Receive information about available support services.
- Have their privacy and confidentiality respected.
- Participate in decisions regarding their support.
- Receive appropriate referral and emergency assistance when required.

9. Academic Support

Where mental health difficulties significantly affect academic functioning, the college may provide reasonable support in accordance with institutional regulations. This may include appropriate flexibility regarding attendance, assignments, examinations, temporary leave, or reintegration following a significant mental health crisis.

Such support shall be provided while protecting the student's privacy.

10. Mental Health and Well-being Committee

The college shall establish a Mental Health and Well-being Committee/Cell to oversee implementation of this policy.

The committee shall:

- Coordinate counselling and support services.
- Organise awareness and preventive programmes.
- Maintain appropriate referral networks.
- Support crisis-response planning.
- Conduct faculty sensitisation.
- Review the effectiveness of mental health initiatives.
- Recommend revisions to the policy when required.

11. Institutional Commitment

Nirmala College, Ujjain is committed to creating a campus culture where seeking help is encouraged, mental health concerns are treated with dignity, and students are supported before difficulties become crises.

The college shall strive to provide a safe, inclusive, confidential, and supportive environment that promotes the psychological well-being and holistic development of every student.