

## Mental Health and Wellbeing Policy

### 1. Introduction

This Mental Health Policy aims to establish a **comprehensive, proactive, inclusive, and institutional mental health and well-being framework** for students, faculty, and staff of Jagannath International Management School Vasant Kunj, New Delhi. It is aligned with the *Manodarpan* initiative of the Government of India, Supreme Court-mandated guidelines for educational institutions, and expectations from statutory bodies such as AICTE/UGC to strengthen psychosocial support systems on campus.

This Policy outlines the Institute's commitment to fostering an inclusive, supportive, and culturally sensitive environment that promotes student and staff wellbeing.

The institute acknowledges that mental health is fundamental to academic success, personal development, and community engagement. Increasing academic pressure, socio-economic challenges, and transitional life phases can significantly impact student wellbeing. This policy adopts a proactive, preventive, and whole-institution approach.

### 2. Objectives

The Institute aims to:

- Foster a supportive and stigma-free campus culture that promotes positive mental health, resilience, and academic success.
- Provide accessible, culturally relevant mental health support to all students.
- Strengthen early identification and intervention for students in distress.
- Build capacity among staff to respond effectively using standardised wellbeing protocols.
- Promote a compassionate, stigma-free campus environment.

### 3. Scope

This Policy applies to all members of the Institute community including:

- Students
- Teaching and non-teaching staff
- Contractual and visiting faculty

- Administrative personnel, and others associated with Institute activities.

## 4. Guiding Principles

This policy is grounded in the following principles:

- **Whole-institution approach:** Wellbeing is a shared responsibility.
- **Cultural sensitivity:** Practices must reflect Indian socio-cultural norms while upholding inclusivity.
- **Student empowerment:** Students should feel equipped to manage challenges.
- **Confidentiality and dignity:** All wellbeing interactions are handled sensitively.

## 5. Definition of Wellbeing

**A holistic state of being healthy, happy, and comfortable, encompassing physical, mental, emotional, and social health, leading to a sense of purpose, contentment, and overall life satisfaction. Wellbeing does not mean the absence of difficulty, but that individuals feel equipped to manage life's transitions and stressors.**

## 6. Governance Structure

### 6.1 Mental health professional

The Institute will appoint a **Mental health professional, who** will:

- Coordinate all mental health initiatives.
- Disseminate mental health & wellbeing related updates to staff and students.
- Guide staff in applying Protocols and Escalation Procedures.

## 7. Identification of Early Signs and Staff Responsibilities

As per recommendation of AICTE, and in alignment with NEP 2020, the institute may conduct comprehensive Student Well-being Assessment with Psychometric test to identify early signs of distress. All student-facing staff (faculty, counsellors, administrative officers) must be provided orientation sessions to:

- Recognize early signs of distress (academic decline, absenteeism, behavioral changes).
- Initiate confidential, compassionate conversations.
- Maintain boundaries and confidentiality.
- Signpost students to relevant support.

## 8. Student Support Structures

### 8.1 Counselling Services

- On-campus counsellor OR tele-mental health partner.
- Services will be free, confidential, and culturally sensitive.
- Emergency response mechanisms available for crisis situations.

## **8.2 Support Network**

- Staff and faculty will receive mandatory training & workshops.
- Not a replacement for professional counselling.

## **8.3 Referral Pathways**

- Clear referral channels to external mental health providers.
- Collaboration with local hospitals for emergency psychiatric care.

# **9. Awareness and Preventive Initiatives**

The Institute will deliver:

- Orientation sessions on stress management.
- Workshops on resilience, academic pressure, and transitions.

# **10. Wellbeing Protocols**

## **10.1 Risk Indicators**

### **Low Risk Indicators:**

- Mild stress, homesickness, academic anxiety.
- Students remain functional.

### **Moderate Risk Indicators:**

- Persistent distress, withdrawal, significant academic decline.
- Students expressed non-urgent emotional challenges.

### **High Risk Indicators:**

- Suicidal ideation (without immediate plan).
- Severe mental health symptoms.

# **11. Escalation Protocol**

## **11.1 Low Risk**

- Staff initiates supportive conversation.
- Provide self-help resources.
- Monitor and check-in.

## **11.2 Moderate Risk**

- Notify Wellbeing Lead within 24–48 hours.
- Refer students to the counselor.
- Follow-up communication

### **11.3 High Risk**

- Call emergency services or the local hospital.
- Inform Mental health professional and concerned authorities of the institute
- Family contacted according to legal/ethical norms.
- Document incident within 24 hours.

### **12. Confidentiality and Data Protection**

- Records must be stored securely.
- Disclosure permitted only when students or others are at risk.

### **13. Training and Capacity Building**

- Annual mandatory training for all staff.
- Certification modules for Wellbeing Lead.
- Cultural sensitivity workshops tailored to Indian context.

### **14. Policy Implementation and Review Cycle**

This Policy will be implemented w.e.f .academic session 2025-26 and will be reviewed every **three years** or earlier if:

- Guidance updates occur.
- Significant incidents necessitate revision.

**Director**