



## UNIFORM MENTAL HEALTH POLICY

(Aligned with UMMEED, MANODARPAN & National Suicide Prevention Strategy)

Effective From: 18<sup>th</sup> August 2025

### 1. Introduction & Purpose

This Mental Health Policy aims to promote the psychological well-being of students, faculty, and staff by creating a safe, supportive, and stigma-free environment.

The policy follows:

- **UMMEED Guidelines** – student well-being frameworks in higher education.
- **MANODARPAN (MoE)** – psychosocial support for students.
- **National Suicide Prevention Strategy** – multi-sector response to self-harm and suicide prevention.

The goal is early identification, timely support, prevention, crisis intervention, and continuous well-being initiatives.

### 2. Scope

This policy applies to:

- All students (UG, PG)
- Teaching & non-teaching staff
- Counselors, mentors
- Departments, and administrative units

### 3. Objectives

- ✓ Promote emotional, psychological, and social well-being.
- ✓ Provide structured mental health services on campus.
- ✓ Encourage early identification of mental health concerns.
- ✓ Ensure safe, confidential, and accessible counseling support.





- ✓ Create awareness, reduce stigma, and build resilience.
- ✓ Establish a suicide-prevention and crisis-response system.
- ✓ Promote inclusivity, empathy, and supportive environments in line with national guidelines.

#### 4. Governance Structure

##### 4.1 Mental Health & Wellness Committee (MHW Committee)

Chaired by: Principal

Members: HoDs, Faculty mentors, Counselor(s), Student representatives.

##### Responsibilities:

- Manage mental-health initiatives
- Coordinate counselor services
- Report high-risk cases sensitively
- Review policy implementation every semester

##### 4.2 College Counseling Unit (CCU)

Staffed with at least:

- 1 certified clinical psychologist (or registered counselor)
- 1 part-time social worker

##### Services include:

- Individual counseling
- Group counseling
- Emergency psychological first-aid
- Referral to clinical services when required

#### 5. Preventive & Promotional Strategies

(Aligned with MANODARPAN & UMMEED)





## 5.1 Orientation & Sensitization

Conduct for every batch:

- Student induction program on mental health
- Awareness sessions covering stress, anxiety, bullying, peer pressure
- Orientation for parents on signs of distress

## 5.2 Faculty Training

- Workshops on identifying red flags
- Gatekeeper training (as per NSPS)
- Handling distressed students sensitively
- Creating supportive classroom environments

## 5.3 Peer Support System

Create a network of **Peer Mentors/Peer Support Volunteers** trained in:

- Active listening
- Identifying warning signs
- Providing basic support & referring cases to counselors

## 6. Mental Health Services

### 6.1 Counseling Support

- Walk-in hours + appointment system
- Confidential records maintained securely (no academic linkage)
- Counseling for exam stress, relationship issues, adjustment problems, trauma, addiction, grief, burnout

### 6.2 Helplines

- 24x7 emergency helpline number (institutional/mobile-based)
- Display prominently on website, departments
- Link to national helplines (e.g., KIRAN 1800-599-0019)





### 6.3 Regular Screenings (Voluntary)

Twice a year: Stress, anxiety, depression screening (non-diagnostic).  
High-risk cases routed to the counselor confidentially.

### 6.4 Support for Vulnerable Groups

- First-year transition programs
- Students with disabilities
- LGBTQIA+ students
- Students facing academic or financial stress

## 7. Suicide Prevention & Crisis Response

(Aligned with National Suicide Prevention Strategy)

### 7.1 Early Identification (Red Flags)

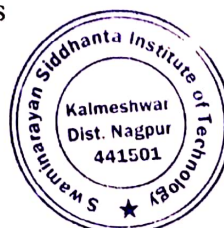
Faculty, peer mentors trained to observe:

- Sudden withdrawal or isolation
- Declining academic performance
- Explicit or implicit suicidal statements
- Substance misuse
- Self-harm behaviour

### 7.2 Immediate Action Protocol

If a student is identified as high-risk:

1. Do not leave the student alone
2. Inform Counselor + MHW Committee immediately
3. Provide Psychological First Aid (PFA)
4. Counselor conducts a risk assessment
5. Inform parents/guardians sensitively
6. Provide continuous monitoring for next 72 hours







7. Refer to psychiatric care if required

### 7.3 Post-Crisis Care

- Follow-up counseling
- Academic flexibility during recovery
- Peer & mentor support
- Family counseling (if needed)

### 7.4 Media & Communication Policy

- No public/shaming disclosure
- No sensational representation of self-harm incidents
- Respect privacy & dignity of the student

## 8. Academic Accommodations

To reduce distress and academic burnout:

### 8.1 Academic Flexibility

- Additional mentoring
- Rescheduling missed tests
- Relaxation for genuine medical/psychological conditions
- Slow-track options with approval

## 9. Anti-Stigma & Awareness Activities

Activities include:

- Mental Health Week
- Awareness posters & campaigns
- Talks by psychologists & mental-health advocates
- Workshops on mindfulness, resilience, emotional regulation
- Stress-free exam campaigns (MANODARPAN model)





---

## 10. Confidentiality & Data Protection

- Personal mental health data kept private
- Shared only with authorized professionals & guardians (high-risk cases)
- No academic penalty for seeking help
- Counselors must follow ethical standards

## 11. Community Partnerships

College may collaborate with:

- District Mental Health Programme (DMHP)
- Nearby hospitals/psychiatric services
- NGOs & support groups

For workshops, referrals, and emergency support.

## 12. Policy Review & Monitoring

- Annual review by MHW Committee
- Student feedback surveys
- Continuous improvement based on national guidelines

## 13. Zero Tolerance for Bullying, Ragging & Harassment

Any activity leading to mental distress is strictly prohibited:

- Ragging
- Cyberbullying
- Sexual harassment
- Discrimination
- Academic harassment

Strict action under institutional and UGC/AICTE regulations.






#### 14. Implementation Calendar (Annual)

Month	Activity
July–August	Induction, orientation, mental health screening
September	Gatekeeper training (faculty + peer mentors)
October	Stress management workshops
November	Exam-stress support cell
January	Mid-year awareness campaigns
March	Peer mentor refresh training
April	Annual Policy Review and Reporting



  
Principal  
**Principal**  
**Swaminarayan Siddhanta Institute**  
**of Technology, Kalmeshwar,**  
**Dist. Nagpur - 441501**