



Mental Health Support Access Policy for Staff and Students

Preamble Adichunchanagiri University is committed to the holistic well-being of its community, recognizing mental health as integral to academic success, professional growth, and personal fulfillment. In alignment with the University's foundational principles of *Seva* (service) and the National Education Policy (NEP) 2020, this policy ensures equitable, confidential, and accessible mental health support for all students and staff. It promotes a stigma-free environment through proactive interventions, counseling, and resources.

1. Policy Objective To provide comprehensive mental health support services that are free, confidential, and readily accessible to students and staff, fostering resilience, early intervention, and recovery while integrating mental health into the University's core ecosystem.

2. Scope and Applicability This policy applies to:

- All enrolled students, including undergraduate, postgraduate, and research scholars.
- All full-time, part-time, contractual, and visiting faculty and non-teaching staff.
- University premises, including academic buildings, hostels, administrative offices, and virtual platforms.
- Services cover a range of needs, from stress management to crisis intervention, excluding external referrals for specialized psychiatric care.

2. Eligible Services

The following mental health support services are available **free of charge**:

- **Individual Counseling:** One-on-one sessions with licensed psychologists for personal, academic, or work-related concerns.
- **Group Therapy Sessions:** Peer support groups for topics such as anxiety, adjustment issues, and work-life balance.
- **Crisis Intervention:** 24/7 helpline and immediate response for suicidal ideation or acute distress.
- **Workshops and Awareness Programs:** Sessions on stress management, mindfulness, emotional intelligence, and suicide prevention.
- **Referral Services:** Linkages to external psychiatrists, hospitals, or de-addiction centers as needed.



4. Access Procedure

Walk-In or Appointment: Services available at the University Student Support Cell/Wellness Centre without prior referral. Appointments can be booked via email, phone, or the online portal.

- **Referral by Peers/Faculty:** Any student or staff may self-refer or be gently referred by concerned colleagues, with consent.
- **Confidentiality:** All interactions are strictly confidential, except in cases of imminent harm where disclosure is mandated for safety.
- **Frequency:** Unlimited sessions based on assessed need; initial assessment within 48 hours of request.
- **Remote Access:** Virtual sessions via secure video conferencing for off-campus users.

5. Rules and Code of Conduct All users and providers shall:

- Respect confidentiality and avoid stigmatizing language.
- Attend sessions punctually and engage actively in recommended interventions.
- Report any misuse of services (e.g., non-genuine requests) to the Mental Health Coordinator.
- **Prohibited:** Sharing session details without consent; using services for non-mental health purposes.

6. Supervision and Quality Assurance

- Services overseen by a **Mental Health Advisory Committee** comprising psychologists, faculty representatives, student leaders, and staff union members.
- All counselors hold credentials from recognized bodies (e.g., Rehabilitation Council of India).
- Annual audits and user feedback surveys to ensure efficacy and accessibility.

7. Integration and Promotion

- **Curriculum Integration:** Mandatory modules on mental health in orientation programs and faculty development workshops.
- **Awareness Campaigns:** Annual events like “Mental Health Week” with seminars, yoga sessions, and art therapy.
- **Training for Staff:** Mandatory training for faculty and non-teaching staff on recognizing distress and facilitating referrals.

8. Violation and Support Escalation

- Non-compliance with confidentiality may result in disciplinary action per University norms.



- In cases of service gaps, escalate to the Mental Health Advisory Committee within 7 days.

9. Roles and Responsibilities

- **Mental Health Coordinator:** Oversee service delivery, resource allocation, and committee operations.
- **Students/Staff:** Actively seek support and promote a supportive peer environment.
- **Faculty/Department Heads:** Identify at-risk individuals and encourage utilization of services.
- **University Administration:** Fund and resource the Wellness Centre annually.

10. Review and Amendment The policy shall be reviewed annually by the Mental Health Advisory Committee, incorporating feedback and best practices, with amendments approved by the University Executive Council.

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