



Tantia University

SRI GANGANAGAR (RAJASTHAN)

(Established by State Govt. Act 32 of 2013 & U/S 2 (f) of UGC Act. 1956)

Policy title	<u>Policy for Mental Health and Well-Being of Students, Faculty and Staff</u>
Effective date	08-01-2025
Next scheduled review	Three years after the effective date, or earlier if applicable rules change

The University is committed to a safe, inclusive and supportive environment that promotes the mental health, psychological and emotional well-being of all students, faculty and staff.

This policy aligns with NEP 2020, UGC Guidelines on students' health and well-being, and emerging national mental-health frameworks and Supreme Court directions for educational institutions.

Objectives

The policy aims to:

- Promote positive mental health, resilience and help-seeking behaviour across the university community.
- Prevent and mitigate distress arising from academic pressure, peer dynamics, discrimination, harassment, and personal or family issues.
- Ensure timely, confidential and equitable access to mental-health support services for students and staff.
- Integrate mental-health promotion into institutional sustainability.

Scope

This policy applies to:

- All students (undergraduate, postgraduate, doctoral and executive/continuing education).
- All faculty members, administrative and technical staff, contractual workers and other employees.

Governance and Structures

- **Health and Wellness Committee:** A multi-stakeholder committee to guide planning, monitoring and review of initiatives.
- **Students Counselling Centre (SCC):** As per UGC guidelines, to coordinate support for stress, emotional adjustment and welfare, especially for vulnerable groups.

Services and Support Mechanisms

The university will provide or enable:

- Free of Cost counselling services delivered by qualified mental-health professionals (psychologists, counsellors, social workers) with appropriate training.
- Individual and group counselling, crisis intervention, and referral pathways to external mental health facilities.

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Promotion and Preventive Activities

Mental-health promotion will be embedded across the student and staff lifecycle:

- Orientation programmes that introduce available services, basic mental-health literacy, coping skills and stigma-reduction messages.
- Periodic workshops on stress management, time-management, digital well-being, self-care and emotional regulation for different cohorts (first-year, senior students, faculty, staff).
- Activities that strengthen peer support, clubs, sports and arts, and encourage balanced identities beyond academic scores or rankings.

Capacity Building of Faculty and Staff

Recognising the crucial role of staff in early identification and support:

- Faculty and non-teaching staff will undergo periodic training on mental-health literacy, psychological first aid, recognising warning signs and referral protocols, drawing on programmes such as the Malaviya Mission Teacher Training Programme.
- Departmental mentors will be designated to provide informal guidance and facilitate access to professional help when needed.

Safe, Non-Discriminatory and Supportive Environment

The university will:

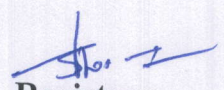
- Maintain zero tolerance for bullying, harassment, ragging and discrimination based on caste, class, gender, sexuality, disability, religion or region, recognising these as major determinants of mental health.
- Ensure that grievance redressal, anti-ragging and anti-sexual harassment mechanisms are trauma-sensitive, confidential and integrated with mental-health support for affected persons.
- Avoid harmful practices such as public shaming, batch segregation solely on academic performance or unrealistic academic targets that exacerbate distress.

Confidentiality, Ethics and Data

- Counselling and mental-health services will be confidential, with records kept separately from academic files and anonymised for reporting, in line with ethical and legal standards.
- The university will maintain anonymised data on number of sessions, referrals, trainings and activities, and prepare an annual mental-health report for internal review and regulatory reporting, without identifying individuals.

Review and Reporting

- This policy will be reviewed at least once every three years or earlier as per the institutional needs and requirements.


Registrar
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