



Mental Health and Well Being Policy

Introduction:

Lincoln University College (LUC) in this policy commits to support and provide a helping hand to every staffs, faculty members and students who suffer from mental health illness and implement proper outline to take actions immediately. The University has a duty to take care of all the staffs and students and promote mental health and wellbeing.

Definition of Mental health Illness:

- Mental health illness refers to those mental health conditions that adversely affect an individual's mood, thinking and behaviour and can fluctuate at any time.
- Mental health illness may include depression, anxiety disorders, schizophrenia, eating disorder and addictive behaviours.
- Few individuals may have the symptoms of reduced motivation and disrupted sleep that too affect the work and learning capacity of a staff and student respectively.
- Few individuals might have symptoms like addictive behaviour, sudden aggressive or rude nature this creates a negative impact within workplace or leaning environment.
- Some individuals may suddenly transfer themselves as the most quite person ever may be due to any tensions or stress or anxiety or depression.

The purpose of the policy:

- ❖ To promote mental health and wellbeing through management policies, support services and promote health promotion campaigns including proper diet consumption, self-management and any physical activities like sports, exercises, and yoga sessions.
- ❖ To promote positive environment by conducting events for giving motivational speech to inspire all staffs and students.
- ❖ To outline the support to all the staffs and students whenever required.
- ❖ To promote the initiatives for preventing any suicidal tendencies among any individual.
- ❖ To respect the confidentiality of any personal information provided by the staffs and students mental health difficulties.

Supporting Arrangements:

- The University provides Counselling Services to all the staffs and students free of charge.
- The qualified professional counsellors take numerous sessions to manage any critical condition of any individual if required.
- The service operators also conduct many physical activities like indoor sports, exercises, yoga and even meditation.
- The counsellors also provide awareness among every individual that-
 - Counselling does not mean a person is mad
 - Depression and anxiety is completely fine and common among all
 - There is always a way out to from any kind of mental health difficulties
 - Counselling is a practice where anyone can speak about anything he/she wants to share
 - Counselling is just helping hand to those who need some mental support and to overcome any mental health difficulties
 - Mental health difficulties/illness is nothing to do with the term madness or mental disorders/disease
 - Counselling helps in reducing anxiety and improving self-confidence

- The Counselling or the supporting services provide- **Individual Counselling, Group Counselling, Psychological Tests, Workshops, Seminars and Talks.**

Confidentiality

Any individual be it a staff or a student, whenever they sharing any information to a Counsellor, every personal information will be respected and will maintain confidentiality with proper guidelines.

Responsibilities:

✓ **The responsibility of the University is-**

- i. Providing support services through hiring a professional counsellor
- ii. Ensuring mental health awareness training, workshops and seminars are available for staffs and students
- iii. Ensuring energetic workplace and learning environment for all staffs and students respectively within the University
- iv. Monitoring the effective implementation of this policy

✓ **The responsibility of staffs are-**

- i. The Head of the Department must ensure that any staff or student who is affected by any mental health illness is immediately and appropriately supported
- ii. HOD must ensure that everyone is aware of the guidance and policy for the advisory support in relation to any mental health issues
- iii. Any staff can take the responsibility to have a talk with any individual in the relevant department who is suffering from mental health issues in the initial stage
- iv. Maintaining confidentiality regarding any personal information being shared to them for help or support

✓ **The responsibility of students are-**

- i. If any student is suffering from mental health difficulties then his/her batch mate or friends must inform to the HOD or the University for immediate support

- ii. The Student Affair Department must take the responsibility in managing any such cases
- iii. Everyone Must treat that student who is suffering from mental health difficulties with respect and dignity

Policy review:

This policy is reviewed every year to uplift the awareness of mental health and wellbeing and to promote the importance of mental health and to support any individual who is suffering from any kind of mental health issues in the University.

Endorsed by
Vice Chancellor
Lincoln University College



A handwritten signature in black ink, appearing to be 'A. H. H.', written over the stamp.

DATE:- August, 2020

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