



KARMAVEER BHAURAO PATIL UNIVERSITY, SATARA

Mental Health and Well-being Policy

INTRODUCTION

Karmaveer Bhaurao Patil University, Satara is a state university, and Yashwantrao Chavan Science Institute, Satara; Chhatrapati Shivaji College, Satara; and Dhananjayrao Gadgil College of Commerce, Satara are its constituent colleges. Karmaveer Bhaurao Patil University, Satara has always been a proactive academic institution that prioritizes the holistic development of students. Since academic success is not only a matter of qualitative achievement but is also linked to mental, emotional, and social well-being, our university has consistently remained committed to ensuring the overall welfare of students and creating a safe environment for them. In line with the guidelines of UMMEED, MANODARPAN, and the National Suicide Prevention Strategy (2023), emphasis has been placed on creating a safe, inclusive, and supportive environment within the university. Based on the guidelines of UMMEED (Understand, Motivate, Manage, Empathise, Empower, Develop) issued by the Ministry of Education, Government of India; the MANODARPAN initiative; and the National Suicide Prevention Strategy (2023), the mental health policy of Karmaveer Bhaurao Patil University has been developed. This mental health and well-being policy is based on key objectives such as providing students with mental well-being, emotional stability, and social welfare; ensuring immediate, efficient, and evidence-based interventions for students in crisis; eliminating stigma related to mental health; promoting help-seeking behavior; creating awareness for the prevention of suicide and self-harm; and providing every student with a safe, sensitive, and inclusive educational environment. This mental health and well-being policy shall be applicable to all academic, administrative, social, and cultural components of Karmaveer Bhaurao Patil University and all its constituent colleges.

Aim:

The purpose of the Mental Health and Well-being Policy is to improve the mental health of students, faculty, and staff; provide emotional support; and implement proactive measures for suicide prevention.

Objectives:

The present mental health and well-being policy is based on the following objectives.

1. Promoting Positive Mental Health & Resilience

- To enhance positive mental health, emotional stability and psychological well-being among the students, faculty, and staff; and to implement various focused activities to increase their ability / resilience to face challenges.
- To develop problem-solving skills, conflict management abilities, and to organize special workshops and training sessions to increase self-confidence of the students, faculty, and staff.
- To create a safe, inclusive, and discrimination-free environment within the university and its affiliated college campuses, ensuring that students, faculty, and staff feel psychologically secure and are able to pursue and complete their education without fear.
- To implement standardized and confidential procedures for the regular assessment and monitoring of the academic, mental, emotional, and social well-being of students, faculty, and staff using reliable, valid, and standardized psychological assessment tools.

2. Intervention, Support, and Referral System

- To develop the capacity of teachers and staff to identify mental health problems early, and to recognize warning signs.
- To ensure immediate and appropriate intervention without any delay whenever mental health issues are identified.
- To provide students with immediate and confidential access to trained counsellors and mental health services.
- To provide a structured, safe, and professional support system for students and staff in crisis by implementing a standardized referral protocol in coordination with local psychiatrists, hospitals, and national helplines.

3. Suicide and Violence Prevention

- To strictly implement a zero-tolerance policy against harassment, violence, exploitation, ragging, or discrimination based on caste, religion, gender, sexual orientation, or disability.
- To enhance vigilance, sensitivity, and proactive support for suicide prevention.
- To establish clear, written procedures for immediate action during instances of self-harm or suicide risk, including designated responsibilities, communication methods, and stages of crisis management.

4. Awareness, De-Stigmatization, and Capacity Building

- To reduce stigma related to mental health and dispelling myths.
- To actively encourage help-seeking behavior among students, teachers, and staff, while fostering altruistic and socially responsible attitudes.

- To create awareness among all students, teachers, and staff about the importance of mental health, warning signs, and available mental health resources in order to promote positive mental well-being.
- To provide regular training and capacity-building programs for students, teachers, staff, and parents on mental health first aid, recognizing warning signs, and responding effectively.

Guiding Principles for the Implementation of the mental health and well-being policy:

Karmaveer Bhaurao Patil University's Mental Health and Suicide Prevention Policy is based on the following three major national initiatives and their guidelines.

a) UMMEED (UGC Initiative): Comprehensive Support and Early Intervention

The University, based on the principles of UMMEED (Understand, Motivate, Manage, Empathise, Empower, Develop) has established a safe, supportive, and proactive mental health support system for students, faculty, and staff.

UMMEED Principles	Action in Policy
Comprehensive Support System	To develop individualized assistance plans for each student covering academic, social, mental, emotional, and career-related needs
Timely Diagnosis and Early-Warning Approach	To use standardized, reliable, valid, and confidential advanced screening psychological tools for mental health risk assessment at the beginning of every academic session and mid-semester.
Sensitivity Training	To organize regular mandatory training for teachers, counsellors, teacher-parents, students, and parents to promote mental health, emotional well-being, and the recognition of crisis signs.
Advisory and Counselling Facilities	To establish a dedicated Counselling Cell to provide supportive guidance for academic stress, emotional conflict, and social or family problems, and to ensure regular services from experts and trained counsellors.
Individual and Group Counselling	To provide students, teachers, and staff with regular one-on-one and group counselling sessions, as well as multi-level services, based on their needs, to ensure collective support.

b) MANODARPAN (Ministry of Education) – Crisis Management and Life Skills

The University's MANODARPAN-based initiative focuses on the emotional well-being and stress management of students, teachers, and staff. It emphasizes technology-based support or assistance and the development of life skills.

MANODARPAN Principles	Action in Policy
Mental Health Helpline	To actively promote the national Tele-MANAS toll-free helpline (14416) and the university has developed its own 24x7 mental health helpline or Quick Response Team.
Emotional Support and Stress Management	To conduct regular wellness programs including mindfulness, yoga, meditation, breathing exercises, and relaxation techniques.
Professional Counselling and Psychometric Assessment	Regular monitoring of the mental health of students, teachers, and staff, and preparing reports based on it and to provide psychological assessment services by professional or expert counsellors for students, teachers, and staff identified as high-risk or severely distressed.
Support System for Students in Crisis	To implement an immediate intervention system for students in crisis.
Stress-Coping Skills and Life Skills Training	To organize life skills and stress-coping skills training workshops through various modes to develop decision-making ability, stress management, emotional intelligence, and emotional coping skills among the students, teachers, and staff.

C) National Suicide Prevention Strategy (NSPS): Prevention, Awareness, and Coordination

Based on the principles of the National Suicide Prevention Strategy (2023), the university focuses on proactive management of suicide risk, easy access to services, and multi-departmental coordination.

NSPS Principles	Action in Policy
Multidisciplinary Approach	In collaboration and coordination with various academic departments, the Health Centre, Social Work Cell, Student Grievance Redressal Cell, Women's Grievance Redressal Cell, Anti-Ragging Cell, National Service Scheme, National Cadet Corps, Hostel Committee, and Student Welfare Cell, the university provides access to a variety of mental health services. Through these channels, various initiatives are organized to promote the mental well-being of students, teachers, and staff.
Risk Identification and Advanced Intervention	To conduct confidential assessments of high-risk groups such as those experiencing academic stress, financial stress, discrimination, or with a history of self-harm, and to develop special support or assistance programs for them.
Increasing Community Awareness	The university will periodically organize public campaigns, discussion sessions, and art-based initiatives to encourage seeking

	help from others and to foster sensitivity, compassion, understanding, and social support.
Accessible and Safe Mental Health Services	The university emphasizes making medical, psychological, and social support services easily accessible.
Evidence-Based Interventions	The university emphasizes adopting internationally recognized evidence-based measures for suicide prevention and analyzing the provided data to enhance the effectiveness of the strategy.

Mental Health Services and Counselling

1. Appointment and Training of Counsellors:

- In every academic institution of the university, at least one qualified counsellor/psychologist/social worker trained in child and adolescent mental health or holding a postgraduate degree in clinical psychology has been appointed. Additionally, one trained teacher-counsellor has been appointed for every one hundred students.
- To ensure the quality of counselling services, the ratio of students to trained teacher-counsellors is properly maintained. It is planned to provide training at least twice a year for all teachers and non-teaching staff by certified mental health professionals. This training includes Psychological First Aid, identifying warning signs, responding to self-harm, positive mental health, case studies, and referral procedures.
- Teachers and administrative staff is trained every year to communicate sensitively, inclusively, and without discrimination with students from disadvantaged and marginalized backgrounds.
- Counsellors and trained teacher-counsellors provide individual, group, and academic counselling services. They also conduct mental health workshops, awareness programs, and activities aimed at enhancing students' psychological well-being, emotional and social skills.
- Counsellors and trained teacher-counsellors will act as mentors or parental figures for students. They will consistently monitor the overall progress of the students assigned to them and work to understand and resolve the problems of the respective students.
- Directors/Heads and members of important departments such as various academic departments in the university and colleges, the Health Centre, Social Work Cell, Student Grievance Redressal Cell, Women's Grievance Redressal Cell, Anti-Ragging Cell, National Service Scheme, National Cadet Corps, Hostel Committee, Staff Academy, and Student Welfare Cell will periodically organize various initiatives related to mental health promotion and psychological well-being. For this purpose, the heads and members of the respective departments will be provided every year training on mental health and psychological well-being.

2. Establishment of Mental Health Centre or Counselling Centre:

A confidential and easily accessible 'Mental Health and Well-being Center' has been established for the promotion of mental health and well-being of students, teachers, and

staff. Through various university and college bodies such as academic departments, the Health Centre, Social Work Cell, Student Grievance Redressal Cell, Women's Grievance Redressal Cell, Anti-Ragging Cell, National Service Scheme, National Cadet Corps, Hostel Committee, Staff Academy, and Student Welfare Cell, the center organizes initiatives such as individual counseling, group counseling, stress management, and mental health programs.

3. Immediate Contact: (Referral)

Facilities have been made available for individuals in mental health crises to immediately access professional psychological services, local hospitals, and the national suicide prevention helpline. For this purpose, Tele-MANAS (toll-free number: 14416), as well as other local, state, and national helpline numbers, are clearly displayed in student hostels, classrooms, common areas, colleges, and on the university website.

4. Safe and Supportive Environment

a) Measures for Hostels (as per National Suicide Prevention Strategy)

- **Safety Devices:** Temper-proof ceiling fans or similar safety devices in all residential institutions.
- **Access Restrictions:** Immediate restriction of access to rooftops, balconies, and high-risk areas.
- **Safe Premises:** An environment free from ragging, harassment, bullying, and substance abuse.

b) Reduced Academic Pressure

- Differentiation of students based on academic performance, public humiliation, or setting unequal targets is prohibited.
- Encouragement of interest-based career counselling and extracurricular initiatives outside the curriculum.
- Ensuring appropriate academic pressure and flexibility according to students' individual strengths.

c) Grievance Redressal Mechanism

- A confidential, accessible, and robust mechanism for complaints related to sexual harassment, bullying, ragging, discrimination, or any victim-related grievances.
- An internal committee or designated authority for immediate action on complaints.
- Retaliatory action against the complainant and whistle-blowers is strictly prohibited.

d) Parental and Family Involvement

- Arrange training for parents to recognize signs of mental stress and to avoid unnecessary academic pressure.
- Foster open communication between the institution and parents to promote students' mental health and well-being.
- Engage parents' participation and cooperation to ensure students' safety.

Scope of the Mental Health and Well-being Policy:

This mental health and well-being policy has been developed for all students enrolled in the

university. The policy applies to all university officials, teachers, and academic staff within the university and its campus. Administrative and support staff are also covered under this policy. Additionally, as needed and with the student's consent, parents and guardians will participate in this policy from time to time. This policy applies to academic, administrative, social, and cultural aspects to help create an inclusive and safe environment.

University Level Mental Health and Well-being Policy Committee

- **Chairperson:** Hon'ble Vice-Chancellor
- **Administrative Officer:** Hon'ble Registrar
- **Members:** Principals of all constituent colleges
- **Nodal Officer:** Senior Professor nominated by the Hon. Vice-Chancellor
- **Coordinator:** Professor nominated by the respective Principal
- **Counsellors:** Clinical psychologists/counsellors, teacher-counsellors
- **Student Representative:** One student nominated by the Principal of each college

Name	Designation	Position
Hon'ble Dr. D.K. Mhaske	Vice-Chancellor	Chairperson
Dr. Vijay M. Kumbhar	Registrar	Administrative Officer
Hon'ble Dr. Animish Chavan	Psychiatry	Referral Expert Psychiatry
Prof. (Dr.) Ganesh V. Lokhande	Professor	Nodal Officer
Prin. Dr. Suresh Salunkhe	Principal	Member
Prin. Dr. Rajendra More	Principal	Member
Prin. Dr. Arun Andhale	Principal	Member
Dr. Vijay Patil	Assit. Professor	Coordinator
Dr. Pratik A. Sarkale	Assit. Professor	Coordinator
Dr. Rushikesh Jadhav	Assit. Professor	Coordinator