



MENTAL HEALTH POLICY

Nehru Institute of Technology (Autonomous), Coimbatore




PRINCIPAL
NEHRU INSTITUTE OF TECHNOLOGY
"JAWAHAR GARDEN" KALIYAPURAM,
THIRUMALAYAMPALAYAM (PO)
COIMBATORE - 641 105.

Mental Health Policy

Nehru Institute of Technology (Autonomous), Coimbatore

1. Introduction & Rationale

Students and staff at **Nehru Institute of Technology (Autonomous), Coimbatore** face academic, personal, interpersonal and adjustment challenges—factors that may impact mental health and well-being.

The institution recognises that mental health is as important as physical health and commits to fostering an environment that supports mental wellness, early identification of distress, timely intervention, and sustained support.

This policy aligns with national frameworks such as the **Mental Healthcare Act, 2017** and the **National Mental Health Policy, 2014**, and upholds the institution's mission to create a safe, inclusive, and thriving educational community.

2. Scope

This policy applies to:

- All students (UG, PG) at **Nehru Institute of Technology (Autonomous), Coimbatore**.
- All faculty and staff members.
- All institutional activities—teaching, research, hostel life, and extracurricular engagement.

3. Objectives

The policy aims to:

1. Promote positive mental health and well-being among all members of the campus community.
2. Prevent mental-health distress such as anxiety, depression, burnout, and social isolation.
3. Provide timely counselling, support, and referral services for those in need.
4. Reduce stigma and discrimination associated with mental illness.
5. Build capacity among faculty, staff, and students to recognise and respond appropriately to mental-health concerns.
6. Establish appropriate governance, monitoring, and evaluation mechanisms for mental-health services.

4. Institutional Commitment & Governance

- The Institute shall constitute a **Mental Health & Well-Being Committee (MHWBC)** comprising the Dean (Students' Affairs), Dean (Academic), Head of Student Counselling, a qualified counsellor or psychologist, student representative(s), and staff representative(s).

- The Committee will meet quarterly to review initiatives, reports, training programmes, and resource needs.
- **Nehru Institute of Technology (Autonomous), Coimbatore** will allocate appropriate budgetary resources for mental-health programmes, counselling facilities, and awareness activities.
- Confidentiality will be strictly maintained for all individuals seeking support.

5. Prevention & Promotion

5.1 Awareness & Education

- Conduct regular awareness programmes (seminars, workshops, posters, campaigns) on stress management, resilience, and emotional well-being.
- Integrate mental-health literacy into student orientation and staff induction programmes.

5.2 Capacity-Building

- Train faculty, mentors, and hostel wardens to identify early signs of distress.
- Establish a **peer-support network** where trained students serve as first-line contacts for those in need.

5.3 Healthy Campus Environment

- Promote balanced academic workload, physical activities, recreation, and mindfulness sessions.
- Encourage a supportive hostel environment and open communication culture.

6. Early Identification & Access to Services

- The **Student Counselling Centre (SCC)** shall be maintained on campus with a qualified counsellor/psychologist.
- Operational hours, contact information, and procedures shall be displayed on the **institution's website and notice boards**.
- Students and staff may self-refer or be referred by mentors or peers (with consent).
- In crisis situations, the SCC shall coordinate with local mental-health professionals and emergency services.

7. Intervention & Referral

- The counsellor shall provide confidential, short-term therapy, assessment, and referral to specialist professionals when needed.
- Maintain confidential counselling records and follow-up reports.
- Develop and maintain a referral list of nearby mental-health institutions, hospitals, and helplines.

8. Support for Staff & Faculty

- Faculty and staff will have access to counselling and stress-management programmes.
- Encourage supervisors and heads to create psychologically safe workspaces and recognise signs of burnout.

9. Stigma Reduction & Inclusion

- Launch anti-stigma campaigns to normalise help-seeking behaviour.
- Ensure non-discrimination in academics, employment, and hostel accommodations.
- Protect privacy and dignity of all individuals using mental-health services.

10. Monitoring, Evaluation & Review

- The MHWBC shall review metrics such as counselling sessions, feedback, outreach impact, and crisis interventions.
- Annual reports shall be presented to the Principal and Governing Body.
- Policy will be reviewed biennially or as required to align with new guidelines.

11. Roles & Responsibilities

Stakeholder	Responsibility
Dean (Students' Affairs)	Oversee policy implementation and allocate resources.
Head, Counselling Centre	Manage operations, referrals, and data confidentiality.
Faculty & HoDs	Promote awareness, mentor students, and facilitate support.
Hostel Wardens	Monitor student well-being and refer cases to SCC.
Students & Staff	Participate in wellness initiatives and uphold supportive culture.

12. Confidentiality & Data Protection

- Counselling records are confidential and stored securely.
- Information will not be disclosed without written consent, except in cases of imminent harm or legal obligation.
- Aggregate, anonymised data may be used for institutional reporting.

13. Funding & Resources

- Dedicated funding shall support counsellor appointments, awareness drives, and wellness programmes.
- Infrastructure includes private counselling rooms, helpline/online support, and emergency assistance.
- Partnerships may be established with local mental-health clinics and NGOs.

14. Communication & Accessibility

- This policy shall be published on the official website: www.nitcbe.ac.in.
- Counselling contact details shall be displayed in departments, hostels, and common areas.
- Services will be inclusive, culturally sensitive, and accessible to all students and staff.

15. Crisis Management

- Establish 24×7 helpline access (internal or through partnered services).
- Define crisis-response protocols for self-harm, severe distress, or psychiatric emergencies.
- Ensure immediate referral to healthcare professionals and provide debriefing for affected peers.

16. Special Considerations

- Provide targeted support during high-stress periods (admissions, exams, placements).
- Offer inclusive services for students with disabilities, first-generation learners, and those from diverse backgrounds.
- Incorporate digital tools like e-counselling and online wellness check-ins.

Conclusion

Nehru Institute of Technology (Autonomous), Coimbatore reaffirms its commitment to a mentally healthy and supportive academic environment. This policy ensures that every individual feels safe, valued, and empowered to seek help when needed. Effective implementation depends on cooperation among administration, faculty, staff, and students, supported by institutional leadership and community engagement.




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