Babu Banarasi Das University, Lucknow

Internal Quality Assurance Cell (IQAC)

Mental Health and Wellbeing Policy Manual

(Promoting Emotional Well-being and Psychological Resilience in the University Community)

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1. Preamble

Babu Banarasi Das University (BBDU), Lucknow, envisions an educational ecosystem that nurtures intellectual excellence alongside emotional strength and ethical integrity. The University recognizes that **mental health is an essential foundation for academic success, personal fulfilment, and social harmony.**

This Mental Health and Wellbeing Policy reflect BBDU's commitment to fostering a compassionate, inclusive, and supportive environment that promotes the **psychological well-being of students, faculty, and staff**. It also emphasizes the University's holistic approach to education — one that harmonizes the mind, body, and spirit in pursuit of excellence and happiness.

To institutionalize this commitment, the University has established the **Mental Health and Well-being Cell (MHWBC)** as the nodal unit to implement, monitor, and promote all initiatives related to mental health and emotional support.

2. Policy Vision

To create a mentally healthy, resilient, and inclusive university community where every individual feels valued, supported, and empowered to achieve their fullest potential — intellectually, emotionally, and socially — in an environment that nurtures empathy, balance, and mutual respect.

This aligns with **BBD University's Vision** of *transforming lives through quality education, innovation, and human values* by emphasizing the well-being and holistic growth of every member of its academic community.

3. Policy Mission

The Mental Health and Wellbeing Policy of BBDU seek to:

- Embed mental health and emotional well-being as a **core institutional priority**.
- Ensure **accessible, confidential, and professional support systems** for all students and employees.
- Promote a **culture of empathy, respect, and openness** toward mental health challenges.
- Integrate mental well-being principles into **academic, co-curricular, and administrative frameworks**.
- Empower individuals to build **resilience, emotional intelligence, and life skills**.
- Develop an **institution-wide approach** that combines prevention, intervention, and continuous awareness.

4. Scope and Applicability

This Policy applies to all stakeholders of BBDU, including:

- Students enrolled in all programs and disciplines;
- Faculty members and academic mentors;
- Administrative and technical staff; and
- Any other members associated with the University's learning or work environment.

The Policy extends to both **on-campus and online environments**, ensuring inclusive well-being in all institutional activities.

5. Policy Objectives

The key objectives of the Mental Health and Wellbeing Policy are:

1. To promote awareness, sensitivity, and understanding of mental health across the university.
2. To establish structured mechanisms for emotional support and crisis management.
3. To provide professional counselling, mentoring, and wellness services.
4. To reduce stigma and discrimination associated with mental health issues.

5. To train faculty and staff to identify early signs of distress and respond empathetically.
6. To create a balanced academic culture that values well-being alongside performance.
7. To develop a framework for continuous improvement and evaluation of mental health initiatives.

6. Institutional Mechanism: Mental Health and Well-being Cell

The **Mental Health and Well-being Cell (MHWBC)** shall be the functional body responsible for implementing this Policy. The key responsibilities of the Cell shall be,

- Organize counselling sessions and wellness workshops.
- Facilitate peer support and mentoring networks.
- Conduct awareness and de-stigmatization campaigns.
- Handle psychological emergencies with sensitivity and promptness.
- Maintain confidentiality and ethical counselling standards.
- Collaborate with departments to integrate well-being practices into academic life.
- Submit an annual activity report to the university authorities.

7. Core Components of the Policy

a. **Promotion of Mental Health Literacy**: Awareness programs, campaigns, and communication materials will help students and staffs recognize signs of stress and understand how to seek help.
b. **Counselling and Support Services**: The University will provide access to professional counsellors and psychologists for individual and group sessions in a confidential setting.
c. **Preventive and Developmental Programs**: Workshops, yoga, mindfulness, and self-care sessions will be organized regularly to build resilience and emotional intelligence.
d. **Peer Support System**: Student Well-being Ambassadors will act as peer listeners and promote positivity and inclusion on campus.
e. **Crisis Intervention Mechanism**: The Cell will maintain clear protocols for responding to psychological crises and emergencies with compassion and discretion.

f. **Inclusive and Respectful Environment**: BBDU is committed to maintaining a safe, non-judgmental, and inclusive environment for individuals of all backgrounds and emotional needs.

8. Confidentiality and Ethics

All counselling and mental health services shall adhere to principles of confidentiality, professionalism, and informed consent. Information shared during counselling sessions will not be disclosed to any third party without the individual's permission, except in cases involving imminent risk to life or legal obligations.

9. Resource Commitment

The University shall allocate appropriate financial, infrastructural, and human resources to sustain and expand mental health initiatives.

A designated counselling space, professional staff, helpline services, and digital resources will be maintained by the University.

10. Expected Outcomes

- Enhanced mental health literacy across the university community.
- Improved emotional resilience, self-awareness, and coping strategies.
- Reduction in stress-related absenteeism, dropouts, and crises.
- Strengthened institutional culture of empathy and mutual care.
- A sustainable model of holistic well-being integrated into university life.

11. Policy Review

This Policy shall be reviewed every **three years**, or earlier if deemed necessary, to incorporate emerging practices, institutional priorities, and stakeholder feedback.