

Preamble

L S Raheja College of Arts and Commerce, guided by its vision of holistic education, academic excellence, and value-based learning, is committed to nurturing the intellectual, emotional, and psychological well-being of its students and staff. The College believes that mental health is fundamental to personal growth, responsible citizenship, and lifelong learning.

In keeping with its mission to create a supportive, inclusive, and ethically grounded academic environment, LSRC adopts this Mental Health Policy to promote awareness, early intervention, access to professional support, and a culture of empathy and care across the campus.

Aim of the Policy

To promote mental well-being and ensure timely, ethical, and accessible mental health support for students, teaching staff, and non-teaching staff, in alignment with the College's commitment to holistic development.

Objectives

- To integrate mental health awareness into the academic and co-curricular framework of the College.
- To sensitize teaching and non-teaching staff to identify and respond to psychological distress with empathy and responsibility.
- To provide accessible, confidential, and professional mental health support services.
- To prevent stigma, discrimination, harassment, or abuse related to mental health or academic performance.
- To ensure structured intervention, referral, and crisis management mechanisms.
- To foster resilience, inclusivity, and emotional well-being among students.

Scope

This policy applies to all students, teaching staff, non-teaching staff, and relevant stakeholders of L S Raheja College of Arts and Commerce.

Mental Health Support Structure

The College has a qualified mental health professional. The counsellor:

- Provides individual counselling services (offline and online where feasible).
- Maintains a dedicated and confidential counselling space.
- Organizes workshops, awareness programs, and support group initiatives.
- Coordinates referrals and follow-up care when required.

Capacity Building and Sensitization

In alignment with LSRC's mission of faculty development and student-centered education:

- Mandatory annual training sessions are conducted for staff on psychological first aid, suicide prevention, and empathetic communication.

- Students are sensitized through orientations, workshops, and mental health awareness programs.

Supportive Academic Environment

The College is committed to maintaining a learning environment free from shaming, discrimination, or abuse. Academic practices are guided by compassion, fairness, and sensitivity, recognizing the diverse emotional and learning needs of students.

Crisis Management and Referral

Clear protocols are followed for identifying and supporting students at risk of self-harm or severe psychological distress. Confidentiality is maintained, with defined limits in situations involving safety concerns. Referrals to external mental health or medical services shall be made when necessary.

Helplines and Emergency Support

Mental health helplines and emergency contact details are prominently displayed across the campus and on the College website.

Addressing Abuse and Harassment

Any form of abuse, bullying, harassment, or violence is addressed through appropriate institutional mechanisms, ensuring psychological support, documentation, and referrals.

Documentation and Confidentiality

All counselling and intervention records is maintained securely, respecting privacy and ethical standards.

Parent and Guardian Engagement

The College conducts periodic programs to sensitize parents and guardians about student mental health, academic pressure, and supportive practices.

Promotion of Well-being

LSRC promotes mental well-being through mental health weeks, wellness activities, inclusive practices, and safe spaces for dialogue.

Review and Monitoring

This policy shall be reviewed periodically to ensure relevance, effectiveness, and alignment with institutional values and regulatory guidelines.

Through this policy, L S Raheja College of Arts and Commerce reaffirms its commitment to holistic education, student welfare, and the creation of a compassionate academic community.