



MAR BASELIOS COLLEGE OF ENGINEERING AND TECHNOLOGY

INSTITUTIONAL POLICIES

Policy No. 21

Title: MENTAL HEALTH AND WELLNESS POLICY

Date of Issue: 10.09.2025

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MBCET recognises mental health and well-being as integral to academic success, professional development and a safe campus environment. The College adopts a preventive, proactive and student-centred approach to mental health, aligned with national guidelines and best practices.

1.0 OBJECTIVES

- 1.1) To promote mental well-being and resilience among students and staff members.
- 1.2) To reduce stigma around mental health and encourage help-seeking behaviour.
- 1.3) To foster a safe, inclusive, and supportive campus environment.
- 1.4) To ensure accessible counselling, referral, and peer support services.
- 1.5) To build capacity of staff for providing first-level psychosocial support.
- 1.6) To enable early identification and timely intervention for those in distress.
- 1.7) To implement suicide prevention strategies and crisis management protocols.
- 1.8) To engage all stakeholders (students, faculty, parents, professionals, community) in a holistic approach to mental health.
- 1.9) To monitor and review mental health initiatives regularly, aligning with national policies and best practices.

2.0 SCOPE

This policy applies to all students and staff of Mar Baselios College of Engineering and Technology (Autonomous). It covers both academic and non-academic settings, including classrooms, laboratories, hostels and co-curricular spaces. It encompasses preventive, promotive, and responsive measures for mental health and wellness in alignment with:

- i. Understand, Motivate, Manage, Empathize, Empower, Develop (UMMEED) - Prevention of Suicide Draft Guidelines, Ministry of Education, Government of India
- ii. MANODARPAN - Psychosocial Support for Mental Health & Well Being of Students during the COVID Outbreak and beyond, an initiative of the Ministry of Education, Government of India
- iii. National Suicide Prevention Strategy (NSPS), Ministry of Health and Family Welfare, Government of India.

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The scope extends to awareness, counselling, referral, crisis response, and stakeholder collaboration.

3.0 POLICY STATEMENT

i. Commitment and Awareness

- 3.1) The College is committed to promoting mental health literacy and reducing stigma through awareness campaigns and peer activities.
- 3.2) Mental health literacy and life-skills education are integrated into student induction programmes and co-curricular activities.
- 3.3) Sensitisation sessions are conducted for parents to strengthen their role in student support.
- 3.4) Capacity-building programmes are conducted for faculty, wardens, and student representatives on mental health awareness and support.
- 3.5) Students are encouraged to form peer support groups and participate in student-led well-being initiatives.

ii. Support Systems and Counselling

- 3.6) A system of early identification and referral is established, with training provided to staff and mentors to recognise distress and offer first-level support.
- 3.7) Counselling services are accessible through on-campus facilities and linkages with external professionals and helplines.
- 3.8) A faculty mentor : student ratio of less than 1:20 is maintained, ensuring personalised academic and emotional support.
- 3.9) Staff training is conducted on psychological first aid and student support.
- 3.10) Staff are trained to sensitively engage with marginalised or vulnerable student groups.
- 3.11) Extracurricular activities and career counselling services are provided to reduce stress, enhance coping, and broaden career awareness.

iii. Safety, Protection, and Crisis Response

- 3.12) A crisis response and suicide prevention protocol is maintained, including immediate support, referral, and safe follow-up.
- 3.13) The College ensures a supportive and inclusive environment, with zero tolerance towards bullying, harassment, or discrimination.

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3.14) Anti-harassment and safety measures are in place in hostels, ensuring a secure residential environment.

3.15) Protocols for emergency referral to hospitals and national helplines are established and followed.

3.16) Suicide prevention helpline numbers are displayed prominently in noticeboards, hostels, common areas, and the college website.

iv. Monitoring, Ethics, and Continuous Improvement

3.17) Anonymised records and annual reports on interventions, referrals, training, and activities are maintained to support accountability and continuous improvement.

3.18) All mental health services are guided by confidentiality, consent, and ethical practices.

3.19) Data on service utilisation and outcomes is monitored and reviewed annually for quality assurance and policy refinement.

4.0 RESPONSIBILITY

i. Principal / Head of Institution

- Holds overall accountability for the implementation of the Mental Health and Wellness Policy.
- Ensures adequate resources, infrastructure, and partnerships are available for counselling, training, and crisis management.
- Ensures faculty–student mentor ratio of less than 1:20 is maintained.
- Reviews annual mental health reports and initiates improvements based on findings.

ii. HoD / Designated Mental Health Coordinator

- Coordinates awareness campaigns, counselling services, training programmes, and referral networks.
- Organises sensitisation sessions for parents and guardians.
- Maintains anonymised records and prepares annual reports on interventions, referrals, trainings, and activities.

iii. Staff

- Identify early signs of student distress and provide first-level psychosocial support.

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- Participate in training on psychological first aid, student support, and engagement with vulnerable student groups.
- Serve as mentors to students, providing both academic guidance and emotional support.
- Encourage student participation in extracurricular, co-curricular, and peer support initiatives.

iv. Counsellors / Mental Health Professionals

- Provide confidential counselling and referral services, adhering to ethical and professional standards.
- Conduct workshops on mental health literacy, life skills, and stress management.
- Support suicide prevention efforts and crisis response protocols.

v. Hostel Wardens and Administrative Staff

- Monitor the well-being of resident students and ensure anti-harassment and safety measures are enforced.
- Act as first responders in crisis situations and follow emergency referral protocols.

vi. Student Representatives / Peer Mentors

- Act as accessible points of contact for their peers, encouraging help-seeking and participation in well-being activities.
- Collect feedback, suggestions, and concerns for discussion in class committee or departmental meetings.
- Promote inclusivity and peer support networks within the student community.

5.0 POLICY HISTORY

Version/Date	Remarks
V1.0	Original Version

Prepared By Name: DSGN:	Approved By Name: DSGN:	Issued By Name: DSGN:
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