



**Policy no. 19**

# **STUDENT MENTAL HEALTH POLICY**

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Adopted in July 2023

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## **1.PREAMBULE**

The purpose of this institutional policy is to demonstrate TAV College's commitment to providing a healthy, safe, caring and mentally healthy living and learning environment. It recognizes the importance of community-wide collaboration in student mental health. This goal involves the participation and commitment of all stakeholders, through both personal and collective accountability.

## **2.GENERAL PRINCIPLES**

TAV College, hereinafter referred to as the College, recognizes that mental health is an essential component of student retention and success. Students have the right to an educational environment that enables them to cultivate positive mental health. This policy affirms the College's commitment to contributing to the creation of an environment that supports the well-being and mental health of student members through a supportive framework.

The College takes an ecosystem approach to mental health. As such, the entire community shares the responsibility of participating in the creation and maintenance of an environment conducive to psychological health and well-being. As such, members of the management team, managers, various categories of staff and representatives of student associations are considered pillars of mental health promotion and prevention activities and services. They also play a key role in implementing or supporting various organizational practices that are known to have a positive impact on well-being.

## **3.OBJECTIVES AND SCOPE**

This policy is intended for the entire College community, i.e. the student population as well as the institution's staff and managers.

Its purpose is to set out the major orientations that promote well-being and foster a flourishing mental health on the institution's campuses. Thus, in order to support the mental health of the student community, the College intends to:

- Provide an environment for the student population that supports academic persistence and success through the implementation of measures that promote wellness and mental health, while respecting the diversity of needs of this population;
- To create conditions that foster accountability for mental health among all stakeholders in the institution;

- Participate in improving the well-being and mental health of the student community;
- To ensure that the College remains a place where everyone can flourish.

#### 4. DEFINITIONS

**Student Community :** All persons pursuing a course of study at the College on a full- or part-time basis, whether in initial or regular education.

**Member of the staff:** Any salaried person who works at the institution.

**Member of the institution's community:** Any person working or studying at the College.

**Special Needs Population:** All persons who are pursuing a course of study at the College on a full-time or part-time basis, both in initial and regular education.

**Harm reduction:** An approach that focuses on reducing the negative consequences of drug use rather than eliminating the drug-using behavior itself.

**Mental health:** A state of well-being that enables people to recognize their own abilities, to achieve self-actualization, to cope with the normal stresses of life, to do productive and successful work, and to contribute to their communities.

**Positive mental health:** "Positive mental health focuses on the positive mental aspects of human beings and their potential for growth, such as their strengths and abilities, happiness, qualities such as responsibility, courage, creativity and perseverance, and the material and social resources that foster or support them. A person with high levels of positive mental health is said to have flourishing mental health, and one with low levels is said to have languishing mental health."

#### 5. ROLES AND RESPONSIBILITIES

Because mental health is influenced by a multitude of factors, all stakeholders in the facility are collectively committed to contributing to an environment that supports thriving mental health. Their roles and responsibilities are as follows.

##### 5.1 Board of Directors

Adopt this policy.

## 5.2 The deans of studies

- Ensure the implementation of this policy.
- Ensure that this policy is applied and respected.
- Allocate the human, financial and material resources required to implement the action plan.
- Promote this policy and ensure that it is accessible to the entire student community, notably by publishing it on the College's Web site.
- Ensure consistent and complementary application of this policy with other policies, particularly those aimed at preventing and countering sexual violence in higher education, discrimination, harassment and violence. Indeed, these other structuring measures also act on protective and risk factors related to mental health.
- Establish welcoming, healthy, safe, caring and inclusive physical spaces.
- Ensure that mental health support, accompaniment, education, promotion and prevention services are in place and that information about these services is accessible.
- Encourage interdisciplinary and inter-network collaborations. As such, community organizations are essential partners in the community with respect to mental health. It is important to create links with them and to integrate them into mental health promotion activities and student services where appropriate. This collaboration includes the health and social services network.
- Ensure that the needs of populations with special needs are taken into account.
- Promote accommodation measures, when required, in order to support the well-being of students with special needs.
- To assist the student community in balancing school, work and family by providing accommodations that allow these different spheres of life to be combined.
- Support initiatives that promote student engagement and social participation in their institution or surrounding community.
- Encourage the presence of representatives of special needs populations on decision-making committees.
- Guide the student community to available mental health resources as needed.
- To attend training sessions on mental health issues.
- Contribute to the creation and maintenance of a positive school climate (inclusive, safe, caring).
- Encourage initiatives that promote student engagement in their institution.

- Ensure that the College remains a positive role model for students by listening to one's own needs and those of others, communicating emotions and behaving respectfully.
- Create a supportive and non-judgmental environment for both students and other staff.

### **5.3 Members of the facility community**

- Be aware of this policy and the roles and responsibilities that go with it.
- Participate in creating and maintaining a culture of respect and caring that supports positive mental health, equity, diversity and inclusion.
- To collaborate in creating the conditions for everyone to thrive and develop positive mental health.

### **5.4 Faculty members**

- Attend proposed mental health trainings.
- Promote psychosocial services and refer students to appropriate resources as needed.
- Promote the use of inclusive educational practices that are known to support positive mental health. In this regard, take training in inclusive pedagogy.
- Establish conditions that are evidence-based and supportive of mental health.
- Promote the various services available and not replace other specialists (interveners, professional resources) when a student confides difficulties and concerns requiring support.

### **5.5 Student Association Representatives**

- Disseminate information about mental health resources available inside and outside the institution and guide the student community to them.
- To publicize mental health awareness, promotion and prevention activities.
- Promoting a positive school climate, including a positive association climate (inclusive, safe, caring, open, respectful, and free of violence and bullying)
- Ensure that a diversity of student voices is represented, including those of members of special needs populations.

## 5.6 Student Population

- Get informed, seek the services it requires. If necessary, communicate relevant information to professional resources in order to receive the necessary support. Although students are free to divulge or not personal information, mention of a diagnosis, follow-up or other services, this information enables these resources to better analyze needs and offer the most appropriate response.
- When desired, provide all relevant documents to the persons concerned and sign the consent form for the exchange of information between the various parties involved.

## 5.7 Institutional Committee

The College is responsible for setting up a permanent institutional committee on student mental health. This committee will include representatives from the school's academic administration, teaching staff, professional, technical and support resources, and members of the student community chosen by one or more student associations.

Its mandate will be to:

- to plan actions to foster student mental health, including the promotion of positive mental health, and to contribute to their implementation;
- to make recommendations to the dean of studies in order to improve the support offered to the student population;
- to propose promotion, prevention, awareness and training activities in mental health;
- to make an annual assessment of the actions carried out by the committee;
- Evaluate the implementation of this policy.

## 6. CONTINUUM OF SERVICES

The College refers to the [\*Cadre de référence sur la santé mentale étudiante\*](#), available on [Quebec.ca](http://Quebec.ca), for the implementation of a continuum of services.

## 7. AWARENESS, PROMOTION AND PREVENTION MEASURES

The College shall ensure that it implements structuring actions in the area of mental health awareness, promotion and prevention, in keeping with the needs of the student

community. These actions may focus on mental health, harm reduction, healthy lifestyle habits or any other relevant theme related to the various determinants of mental health. Programs focusing on the development of social-emotional skills and stress management are also implemented.

## **8. TRAINING MEASURES**

Training on mental health is offered to managers, teachers, salaried staff and the student community. These include positive mental health, inclusion and mental health of special needs student populations, healthy lifestyles, mental disorders and psychological first aid.

## **9. SERVICES AND INTERVENTION**

The College shall implement a system for receiving and processing requests and shall ensure that this system is known by the entire institution's community. In addition, in order to provide individuals with appropriate support, the College implements a service to assess or evaluate their needs and to direct them to appropriate resources.

Peer support programs and self-care tools are also offered.

## **10. IMPACT ASSESSMENT**

The College assesses the impact on the mental health of the student community of all the institutional policies, programs, practices and internal regulations it has put in place. For example, the following may be considered in terms of whether or not they are in place, the degree to which they are implemented, and their impact on the student community:

- Student involvement in decisions that affect them;
- Inclusion of the student community in College activities in a way that reflects the composition and diversity of the student body;
- Assessment of various psychosocial factors;
- Consideration of documents (reports, studies, etc.) provided by student associations and federations and other studies that relate to mental health in higher education;
- The proportion of the student community that responds to various mental health and wellness surveys;
- Adherence to the principles of equity, diversity and inclusion in institutional policies and programs;
- Collaboration between the various professional resources and the complementarity of the College's services;



- Collaboration with external partners (health and social services network, community organizations);
- The data collected makes it possible to assess the implementation of the policy, to analyze the obstacles encountered and to make the necessary changes. The results obtained are transmitted to all members of the community.

## **11. POLICY DISSEMINATION**

The College shall ensure that the policy is disseminated and made accessible to the entire College community.

## **12. EFFECTIVE DATE**

This institutional mental health policy shall come into effect in July 2023.

## **13. POLICY REVIEW AND REVISION MECHANISM**

If necessary, the present policy will be subject to an evaluation process every five years by the Collège. The institutional committee will be responsible for revising the policy in line with changing practices.