



Student Mental Health Policy

Policy Type: Corporate

Policy Owner: Vice President, Human Resources, Student Services and International

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Purpose

Cambrian College (“the College”) is committed to supporting a culture of well-being by promoting and enhancing student mental health. This policy supports the structure outlined in Cambrian’s Mental Health and Well-being Framework, and the [Okanagan Charter](#), which adopt a holistic campus perspective to mental health and well-being. Cambrian’s continued efforts toward equity, diversity and inclusion are central to promoting positive student mental health, as is our commitment to Truth and Reconciliation. These commitments are part of Cambrian’s fabric and are integral to this policy.

Scope

This policy applies to all students of Cambrian College.

Definitions

2SLGBTQI+: Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional people who identify as part of sexual and gender diverse communities.

Accessible mental health services: services that recognize the diverse needs of all Cambrian College students and that support the elimination of barriers related to race, ethnicity, age, income, administrative status, physical ability, gender, sexuality, geographic location, or health status in service delivery.

Racialized persons or groups: refers to individuals or groups who are categorized according to perceived ethnic or racial characteristics and are subjected to differential and unequal treatment, discrimination, or social construction of "race" on that basis. The term may also, depending on the context, include Indigenous peoples, though in some official Canadian contexts, Indigenous peoples are a distinct category.

Crisis/emergency: any situation that puts a person at risk of harming themselves or others. This may also include situations that put them at risk of being unable to care for themselves.

Dual continuum of mental health and wellbeing: this concept was developed by Dr. Cory Keyes and views mental illness and mental health as separate, but related dimensions that can be experienced simultaneously in varying degrees. In keeping with this model, mental health promotion aims to support all members of the population, both with and without symptoms of mental illness, increase positive mental health.

Equity, Diversity, and Inclusion (EDI): EDI is an umbrella term for all the work contributing to equity and inclusion. It intersects with and may include various kinds of social justice work, including anti-racism, decolonization, and reconciliation.

Flourishing: a state where individuals combine a high level of subjective well-being with an optimal level of psychological and social functioning.

Harm reduction: an approach to health promotion that focuses on reducing the negative consequences of behaviours that could pose a risk to one's health rather than needing the behaviour to stop.

Mental health: a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well, and work well, and contribute to their community.

Positive mental health: focuses on the positive mental aspects of a human being and their potential for growth, such as strengths and abilities, happiness, qualities such as responsibility, courage, creativity, and perseverance, as well as the material and social resources that promote or support them. A person with a high level of positive mental health is said to have thriving mental health, and a person with a low level is said to have languishing mental health.

Policy Statements

1. Commitment to Mental Health and Wellbeing

- 1.1 Cambrian College is dedicated to a supportive campus environment that promotes student mental health and wellness, aligned with the [Mental Health Commission of Canada's \(MHCC\) National Standard of Canada for Mental Health and Well-being for Post-secondary Students](#) and the College's Campus Well-Being Framework and [EDI Framework](#).
- 1.2 This commitment includes providing access to mental health resources and ensuring that services align with the MHCC's standards and guidelines for post-secondary institutions.
- 1.3 The College has a proactive approach to mental health that includes awareness, prevention, and support resources, reducing stigma and fostering an inclusive environment.
- 1.4 Students are encouraged to develop coping skills, resilience, and a sense of flourishing, promoting both their individual well-being and the well-being of the Cambrian community.
- 1.5 The College strives to provide accessible, inclusive mental health services that meet the diverse needs of students, including racialized and 2SLGBTQI+ populations, to foster equitable access and inclusion.
- 1.6 The College's mental health services will integrate principles of the [Truth and Reconciliation Commission](#), affirming support for Indigenous students and aligning with the MHCC's emphasis on culturally appropriate mental health services.
- 1.7 The College commits to evaluating and addressing systemic barriers that impact students' access to mental health resources.

2. Mental Health Services and Supports

- 2.1. Cambrian offers a comprehensive range of holistic mental health and wellness services and support, including resources on campus and in the community that can be accessed through Cambrian's student services page: [Supports and services | Cambrian College](#) and [Counselling Services | Cambrian College](#).

3. Mental Health and Wellness Promotion

- 3.1. Cambrian College adopts a dual continuum approach to mental health, aiming to

support all students.

- 3.2. The College will focus on promoting positive mental health and harm reduction, providing resources and support for students at all levels of mental well-being.

4. Crisis and Emergency Response

- 4.1 Cambrian will maintain protocols for responding to mental health emergencies, ensuring that students in crisis have access to timely, professional support.

In the event of a mental health crisis or emergency, connect to campus or community services found here: [Counselling Services | Cambrian College](#)

Campus Public Safety

Webpage: [Cambrian Public Safety and Security](#)

Crisis Intervention Program

Webpage: [Crisis Help Sudbury](#)

Police/Ambulance

Call 9-1-1

5. Privacy and Confidentiality

- 5.1. Cambrian College is committed to protecting the privacy and confidentiality of individuals accessing campus mental health and wellness services.
- 5.2. All information shared within mental health and wellness services is handled in accordance with applicable privacy laws and the College's policies.
- 5.3. Students are encouraged to review the College's [Internal Privacy Policy](#) for more detailed information or email privacy@CambrianCollege.ca.

6. Annual Report

- 6.1. Every year, the College will prepare and present a report to the Board of Governors on the implementation and effectiveness of this policy.
- 6.2. The report will include, but is not limited to, information related to the following:

- a. The number of students accessing counselling supports.
- b. Students registered as wellness ambassadors.
- c. Student supports across campus.
- d. Student feedback on mental health and wellness services.

6.3. The College report will be submitted to the Ministry of Colleges, Universities, Research Excellence and Security by January 31st of each year and be published on the College's website. A copy will be made available upon request.

7. Policy Review

7.1 Cambrian College will review this policy at least once every five years and amend it as appropriate.

Responsibilities and Accountability

Vice President, Human Resources, Student Services and International is responsible for:

- Overseeing the implementation of this policy.
- Ensuring all mental health and well-being services are consistent with the College's Campus Well-Being Framework, and Ministry directives and standards.
- Presenting the annual report to the Governance Committee of the Board of Governors on the implementation and effectiveness of this policy.

Director, Glenn Crombie Centre for Accessibility, Counselling, and Wellness is responsible for:

- Providing program oversight and promoting mental health and well-being services and support for students.
- Providing guidance to employees on the goals of Cambrian's Campus Well-Being Framework.

Deans, Directors and Chairs are responsible for:

- Leading and supporting the implementation of action plans that support mental health and well-being of students.

Employees are responsible for:

- Creating a safe, inclusive environment supportive of student well-being.

- Connecting students in crisis or who require additional support to college services.

Students are responsible for:

a. Prioritizing Mental Well-Being:

- Students are encouraged to actively manage their mental health by using internal or external resources such as counselling services, wellness programs, or peer support groups.
- Recognize when additional support is needed and seek help promptly.

b. Engaging with Support Services:

- Students should familiarize themselves with available mental health services and understand how to access them.
- Be honest and forthcoming when communicating with counsellors or support staff to ensure effective assistance.

c. Respecting Confidentiality and Boundaries:

- Understand and respect the confidentiality policies of mental health services.
- Maintain the privacy of others by not sharing sensitive information disclosed in group settings or workshops.

d. Advocating for Accommodations:

- If mental health challenges impact academic performance, students should proactively seek academic accommodations through accessibility offices.
- Provide necessary documentation and collaborate with staff to develop an effective support plan.

e. Participating in Awareness Efforts:

- Take part in mental health training, events, or activities aimed at reducing stigma and building a supportive campus community.
- Encourage others to seek help and share mental health resources.

f. Supporting Peer Well-Being:

- Treat peers with compassion and avoid stigmatizing behaviours or comments about mental health challenges.
- Report concerns about the safety or well-being of a peer to the appropriate

campus authority.

g. Upholding a Safe and Inclusive Environment:

- Actively contribute to creating a campus culture where mental health is prioritized and diversity, including disability and cultural differences, is respected.

Procedures/Forms

- None

Related Policies

- [Code of Conduct Policy](#)
- [Health and Safety Policy](#)
- [Sexual Assault and Sexual Violence Policy](#)
- [Workplace Violence Prevention Policy](#)
- [Accommodations for Students with Disabilities Policy](#)
- [Internal Privacy Policy](#)
- [Records Retention Policy](#)

References

- [Mental Health Commission of Canada: National Standard of Canada for Mental Health and Well-being for Post-secondary Students](#)
- [Okanagan Charter: An International Charter for Health Promoting Universities and Colleges](#)
- [Truth and Reconciliation Commission Calls to Action](#)
- [Cambrian College Equity, Diversity, and Inclusion Framework](#)
- [Minister's directive on student mental health for publicly assisted colleges and universities](#)
- Cambrian College Campus Wellbeing Framework: An All-Campus Approach