



NU/AC/Cir/SMHWb/26- 22
Date: 13.01.2026

CIRCULAR

- Read
1. **UGC D.O. No. F.8-8/2025 (ARC-MISC-Saha/AP) dated 27.08.2025 – Compliance of Hon'ble Supreme Court of India judgment dated 25.07.2025 in Criminal Appeal No. 3177 of 2025 [Arising out of SLP (Crl.) No. 6378 of 2024] in the matter of Sukdeb Saha vs. The State of Andhra Pradesh & Ors**
 2. **Meeting of IQAC-U held on 24.12.2025**
 3. **Approval of Director General on note-dated 06.01.2026**

Sub: **Policy on Students' Mental Health and Wellbeing**

It is hereby circulated for information of all concerned that the Director General; taking into consideration the UGC letter referred at serial 1 above and the recommendation of the IQAC referred at serial 2 above, has approved the **Policy on Students' Mental Health and Wellbeing** under Nirma University as per *Appendix-A* attached herewith.

All Heads of the Institute are requested to bring this to the notice of all concerned.

Executive Registrar 

Encl.: Appendix-A [Pages 1 to 5]

- To,
1. All Heads of Institute
 2. University Counsellor
 3. Chief Coordinator, SWB
 4. University Doctor

- Copy to,
1. All Asst. Registrar/ O.S.
 2. Webmaster
 3. P.A. to ER

c.f.w.cs. to: 1. Vice President; 2. Director General



NIRMA UNIVERSITY

POLICY ON STUDENTS' MENTAL HEALTH AND WELL-BEING

1. PREAMBLE

Nirma University is committed to the holistic development of its students and endeavours to treat each student as an individual by recognising their unique potential and supporting them in achieving their academic, professional, and life goals. The University strives to provide an emotionally safe, inclusive, and supportive academic environment that promotes overall student well-being.

This Policy on Students' Mental Health and Well-Being reflects the vision and mission of Nirma University and underscores its commitment to fostering psychological resilience and emotional well-being among students. The Policy has been framed in compliance with the directions issued by the Hon'ble Supreme Court of India in *Sukdeb Saha v. State of Andhra Pradesh* (2025 SCC OnLine SC 7(4)[20]) and pursuant to the notification issued by the University Grants Commission (UGC) dated 27 August 2025, mandating all Higher Educational Institutions (HEIs) to implement comprehensive mental health safeguards for students.

2. OBJECTIVES

The objectives of this Policy are to:

- Implement the directions of the Hon'ble Supreme Court in *Sukdeb Saha v. State of Andhra Pradesh* (2025 SCC OnLine SC 7(4)[20]) for safeguarding students' mental health and well-being.
- Establish a structured institutional framework for early identification and intervention in cases of psychological distress.
- Ensure continuous access to professional mental health care and counselling services for students.
- Promote awareness of mental health and well-being among students, faculty members, staff, and parents through structured programmes and multiple communication platforms.
- Create and sustain a safe, inclusive, and equitable campus environment.
- Strengthen institutional mechanisms to adopt a responsible, proactive, and sensitive approach towards students' mental health and well-being.



3. CONSTITUTION OF THE INSTITUTE-LEVEL MENTAL HEALTH AND WELLNESS COMMITTEE (I-MHWC)

Each constituent Institute of Nirma University shall constitute a single Institute-Level Mental Health and Wellness Committee (I-MHWC).

3.1 Composition

The I-MHWC shall comprise the following members:

- Head of the Institute – Chairperson
- Assistant Registrar / Office Superintendent – Member Secretary
- University Counsellor – Member
- University Doctor – Member
- Chief Coordinator – Student Welfare Activities – Member
- One Faculty Member trained in Counselling / Student Welfare – Member
- Mentorship Coordinator of the Institute – Member
- Two Student Representatives (UG and PG), preferably one male and one female – Members
- External Expert (Mental Health Professional / Psychologist) – Special Invitee

4. ROLES AND RESPONSIBILITIES OF I-MHWC

4.1 Policy Implementation

The Committee shall be responsible for ensuring, coordinating, and monitoring the following activities:

1. Effective and strict implementation of the present Policy.
2. Strengthening counselling and support services for students' mental health and well-being.
3. Conducting activities aligned with the objectives of this Policy and the national initiatives such as UMMEED, MANODARPAN, and the National Suicide Prevention Strategy.
4. Organising biannual training programmes for teaching and non-teaching staff through IQAC–University to enhance sensitisation and effective implementation of the Policy.
5. Ensuring a safe, inclusive, and equitable campus environment through preventive and supportive measures.
6. Promoting healthy teaching–learning practices and a supportive academic environment.
7. Ensuring prominent and effective display of Tele-MANAS and emergency helpline numbers across the campus.
8. Providing accessible counselling and mental health support services at the Institute level.
9. Maintaining strict confidentiality and privacy of counselling records and related data.
10. Ensuring compliance with guidelines issued by the UGC and other statutory, judicial, or regulatory authorities.



4.2 Counselling & Support Services

- Ensure effective functioning of counselling services at the Institute level.
- Maintain confidential and secure records of counselling sessions and interventions.
- Develop and implement referral protocols with hospitals, mental health professionals, and national helplines.
- Create awareness about counselling services through posters, student information handbooks, University websites, audio-visual material, and other communication channels.
- Provide counselling and support services through both in-person and online modes, as appropriate.

4.3 Training and Awareness

- Organise biannual training programmes for teaching and non-teaching staff through IQAC–University.
- Conduct sensitisation sessions for students and parents on mental health and emotional well-being.
- Include structured modules on mental health literacy, stress management, emotional resilience, and coping strategies.

4.4 Safe Campus Environment

- Ensure a campus environment free from harassment, bullying, ragging, and discrimination.
- Coordinate with the Internal Complaints Committee (ICC), Anti-Ragging Committee, and other statutory bodies to ensure timely and appropriate action.
- Provide psycho-social support to students affected by harassment, discrimination, or related concerns.
- Gender sensitization by way of fostering an inclusive and respectful campus environment that prevents psychological distress, encourages help-seeking, and supports the emotional well-being of all students and staff.

4.5 Stress Management and Student Wellbeing

- The University follows a structured academic mentoring system to assist and guide students in managing academic stress.
- Academic mentors actively support students by identifying academic challenges and providing timely guidance and appropriate interventions.
- Healthy, inclusive, and student-centric teaching–learning practices are consistently promoted to minimise undue academic stress.
- These existing mechanisms shall be further strengthened, streamlined, and formalised to enhance sustainable support for student welfare and academic well-being.



4.6 Helpline Display

- Ensure prominent display of Tele-MANAS and other emergency mental health helpline numbers across the campus.
- Publish mental health contact details on Institute websites, in hostels, libraries, and other common areas.

4.7 Reporting & Documentation

- Submit semester-wise reports to the University on mental health initiatives and activities.
- Maintain confidential records of counselling interventions, training, and awareness programmes.
- Prepare an annual consolidated report to ensure regulatory compliance.

For the purpose of maintaining a centralized documentation for all the institutions, the University counselor will be the overall coordinator at central-level from the University who will be invited by the institute in the meeting and the semester-wise report will be submitted to him.

5. ROLE OF THE UNIVERSITY COUNSELLOR

The University Counsellor shall:

- Provide primary counselling services across all constituent Institutes.
- Support and conduct training, awareness, and sensitisation programmes.
- Monitor counselling services and processes at the Institute level.
- Maintain relevant data and submit consolidated reports to the University.
- Coordinate with external mental health professionals, as and when required.
- Recommend engagement of additional counsellors, where necessary.

6. COMPLIANCE WITH SUPREME COURT GUIDELINES

Each Institute shall adhere to the guidelines issued by the Hon'ble Supreme Court, including but not limited to:

- Engagement of qualified counsellors and maintenance of optimal student-to-counsellor ratios.
- Avoidance of batch segregation based solely on academic performance.
- Development of written protocols for emergency mental health referrals.
- Prominent display of national suicide prevention helpline numbers.
- Mandatory biannual training programmes for staff.



- Sensitive engagement with students from vulnerable groups (SC/ST/OBC/EWS/LGBTQ+/PwD).
- Confidential grievance redressal mechanisms for harassment, bullying, and discrimination.
- Parent and guardian sensitisation programmes.
- Preparation of anonymised annual mental health activity reports.
- Provision of structured career counselling services.
- Enhancement of hostel safety measures, including tamper-proof fixtures and restricted access to unsafe areas.

7. NODAL OFFICE

The University Counsellor shall function as the Nodal Officer for coordination, documentation, regulatory compliance, and communication with the UGC, AICTE, and other statutory authorities.

8. REVIEW AND REVISION OF POLICY

This Policy shall be reviewed once every three years by a Committee comprising all Heads of the Institutes, or earlier if required by regulatory authorities or emerging student well-being needs.

In addition, each Institute shall conduct periodic surveys, with the support of the University Counsellor, to assess the effectiveness and outreach of counselling and mental health support services.

A handwritten signature in black ink, appearing to be 'Saurabh', written over a horizontal line.