

Staff Mental Health and Well-being Support

Mental health is a critical component of overall well-being, impacting individual productivity, relationships, and societal health. In alignment with Sustainable Development Goal 3 (SDG 3) – Good Health and Well-being, Centurion University, Odisha, recognizes the essential role of mental health support for its academic and non-academic staff. The university is committed to fostering a healthy, supportive environment that actively promotes mental wellness and provides accessible resources for mental health support.

A. Key Policy Framework on Staff Mental Health Support

Policy Component	Details
Mental Health Policy	The university has implemented a comprehensive mental health policy as part of its well-being strategy for staff. The policy emphasizes prevention, early intervention, and support mechanisms.
Promotion of Mental Health	Centurion University actively promotes mental health awareness via seminars, workshops, newsletters, and awareness drives. Special focus is given to reducing stigma around mental health in the workplace.
Designated Support Channels	Staff are encouraged to access counselling services and mental health resources. The university provides a structured framework that ensures privacy and confidentiality.
Partnership with Mental Health Providers	The university has formal collaborations with licensed mental health professionals and institutions to provide free and paid services to staff.

B. Implementation Mechanisms

Active Promotion of Good Mental Health

- **Workshops and Training Sessions:** Regular programs are conducted by qualified mental health professionals to equip staff with stress management, resilience building, and mindfulness techniques.
- **Awareness Campaigns:** Annual mental health awareness weeks, distribution of informational brochures, and posters across campus promote a positive environment and understanding of mental well-being.
- **Peer Support Networks:** Trained peer mentors among staff provide informal, empathetic support and guidance to colleagues.

Access to Free Mental Health Support

- **On-Campus Counselling Service:** Centurion University offers free, confidential psychological counseling by licensed counsellors available for all staff members.

- **Tele-Counselling Services:** For staff working remotely or off-site, access to tele-counselling is facilitated through institutional agreements with mental health service providers.
- **Signposting to Government Services:** Clear guidance is provided to staff about free government-run mental health helplines and services.

Access to Charged Mental Health Support

- **Specialist Consultations:** Where specialized support is needed (e.g., psychiatric evaluation or therapy), Centurion University provides information and preferential access to reputed mental health clinics and private practitioners at discounted rates for staff.
- **Employee Assistance Program (EAP):** Through partnerships with external agencies, staff can access structured paid programs offering counseling, psychological assessment, and workplace stress management services.

D. Measurable Impact (Example Indicators)

Indicator	Baseline	Target (Next 3 Years)
Number of staff utilizing mental health services annually	120 (2024)	200
Number of awareness sessions conducted per year	6	12
Reduction in reported stress-related absenteeism	5%	15% reduction

Counselling and Guidance:

The Mental Health and Counselling Services Centre of Centurion University provides individual and group counselling to students and staff in order to help them maintain and improve their emotional, intellectual, physical, and spiritual well-being through a self-discovery process that promotes overall well-being. It has a Professional Counsellor who works directly with staff who need personal counselling to relieve stress, anxiety, and boost self-esteem, as well as to impart inter-personal skills and achieve educational goals. It establishes a personal rapport with individual students through a two-tier system of Class Advisors and Department Counselors. Mr. Samuel Crotty, a student from RMIT University in Melbourne, Australia, has worked as an intern at Centurion University, under the supervision of Professor Dr. Supriya Pattanayak. His project was to promote better mental health amongst students and staff of the University. He has spent time interviewing various staff and students about their experience at Centurion University.

The university emphasizes creation of a supportive environment for its faculty and staff where psychological well-being is safeguarded as a right and nurtured as a professional necessity. In alignment with SDG 3, Centurion University promotes mental health awareness, stress management sessions, and access to counselling services, ensuring that staff members are equipped to navigate the challenges of academic and administrative responsibilities.

Book Written by Dr. Pallab Das a Dean of Centurion University: Promoting Mental Health and Legal Awareness under SDG 3

The university adopts a holistic approach that integrates compassion, rights, and dignity into its understanding of mental health. Reflecting these principles, Centurion University prioritizes the **psychological well-being of its faculty, staff, and students** by promoting a supportive campus environment where mental health is safeguarded as a **right** and nurtured as a **professional necessity**. The university organizes regular **mental health awareness programmes, stress management workshops, and counselling sessions**, enabling community members to effectively manage academic and administrative challenges.

Dr. Pallab Das, faculty of School of Law of Centurion University has also emphasized the importance of mental health in his book, *Understanding Mental Health Through the Prism of Law*. The book provides a pioneering framework for interpreting laws related to mental health within the higher education ecosystem, drawing upon empirical research, case laws, and policy analysis. It emphasizes the importance of legal and ethical reasoning in creating a humane and inclusive justice and institutional system. Linking mental health with **legal, ethical, and social dimensions**, Dr. Das's book, reinforces its duty to uphold **dignity, inclusivity, and resilience**—thereby strengthening the overall culture of well-being and advancing the university's contribution to **SDG 3: Good Health and Well-Being**.

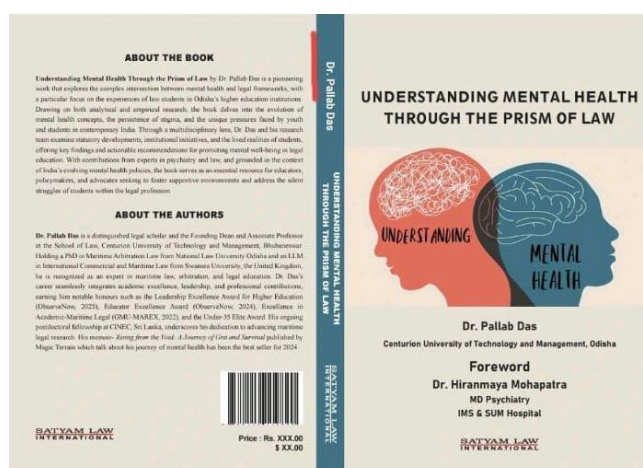


Fig 1: Book published by Dr. Pallab Das on Mental Health

1. Active Promotion of Good Mental Health

Centurion University emphasizes the importance of mental well-being as part of a holistic approach to health. The university undertakes several initiatives to promote good mental health among its staff members:

- **Awareness Campaigns:** Periodic awareness programs are organized to educate staff about mental health, its importance, signs of mental distress, and strategies for self-care.



Fig 2: Awareness Campaign conducted for staff and faculty of mental health and well being

- **Workshops and Seminars:** The university conducts workshops focusing on stress management, work-life balance, mindfulness, and coping strategies to empower staff in managing mental well-being.



Fig 3: Workshop organized for mental health

- **Wellness Activities:** Regular activities such as yoga sessions, meditation programs, and recreational events are conducted to encourage a healthy and balanced lifestyle.



Fig 4: Yoga Session for staff members for Health & Well-being

- **Inclusive Culture:** Centurion University fosters a work environment where mental health is openly discussed without stigma, encouraging staff to seek support when needed.
- **Spiritual-Emotional Programs:** Weekly **Bhagavad Gita sessions** and self-discovery courses foster deeper self-awareness and emotional balance among faculty and staff.

2. Access to Free Mental Health Support

Centurion University ensures that staff have access to free mental health support services as part of its commitment to well-being:

- **In-house Counselling Services:** The university provides access to qualified counsellors who offer confidential counselling services to staff free of charge. These services are available on campus or virtually to ensure convenience and privacy.
- **Helpline & Referral Services:** A designated helpline is in place, offering immediate psychological support and guidance. The staff are also signposted to external free

mental health resources, such as government helplines and non-profit organizations specializing in mental health care.

- **Mental Health Awareness Resources:** The university provides access to digital resources, articles, and self-help materials focusing on mental health and well-being, available through internal portals and notice boards.

3. Access to Charged Mental Health Support

For specialized or long-term mental health care beyond in-house services, Centurion University supports staff by:

- **Referral Network to Professional Services:** Staff members are guided and referred to licensed mental health professionals, clinics, and hospitals offering specialized care, some of which may involve fee-based services.
- **Partnerships with Mental Health Providers:** The university maintains partnerships with local mental health clinics and institutions, allowing staff to receive services at preferential rates or structured packages.
- **Employee Assistance Program (EAP):** In some cases, Centurion University may facilitate access to Employee Assistance Programs that offer comprehensive psychological support, including access to licensed psychologists, psychiatrists, and counselors, on a paid basis.

Centurion University, Odisha, demonstrates a strong commitment to promoting mental health as an integral part of its institutional responsibility. Through active awareness programs, accessible in-house counselling, and referral networks for specialized care, the university strives to align with SDG 3 – Good Health and Well-being. The holistic mental health framework ensures that staff are supported in their mental wellness journey, contributing to a healthy, productive, and inclusive work environment.