Centurion University
Shaping Lives...
Empowering Communities...

# Staff Mental Health Support, Counselling and Psychological Well-being

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|---|---|---|---|
| **200+**<br>Staff Using Mental Health Services | **81%**<br>Staff Satisfaction — MH Support | **10+**<br>Awareness Sessions Per Year | **190**<br>Staff — Free Wellness Camp (Mar 2025) |

## 1. Introduction

Centurion University of Technology and Management (CUTM), Bhubaneswar, recognizes the essential role of mental health support for its academic and non-academic staff — understanding that staff well-being directly influences teaching quality, institutional productivity and the overall campus environment.

In alignment with SDG 3, CUTM has built a three-tier staff mental health framework: active promotion through regular wellness programmes and awareness campaigns; free access to in-house counselling, helplines and digital resources; and signposting to charged specialist services for staff requiring clinical intervention. CUTM's approach is grounded in the conviction that psychological well-being is a professional necessity and a fundamental right — not a luxury.

**Staff Mental Health Support at a Glance**

Active promotion: awareness campaigns | staff yoga sessions | mindfulness workshops | WMHD events | Bhagavad Gita sessions

Free support: in-house counselling centre | designated helpline | digital resources

Charged support: referral network to licensed professionals | hospital partnerships | University-funded professional sessions

### 1.1 Maternity & Paternity Policy 2024

CUTM supports staff mental well-being through policies that promote work-life balance and family well-being. The University's Maternity and Paternity Policy 2024 recognizes the importance of balancing professional and family responsibilities and explicitly aims to support the physical and emotional well-being of employees during parenthood. The policy provides paid maternity and paternity leave, including provisions for maternity leave, miscarriage or pregnancy-related complications, adoption and surrogacy, and 15 days of paid paternity leave for eligible employees. By providing protected time for recovery, childcare and family bonding, the policy contributes to a supportive workplace environment and reduces work-family pressures during important life transitions. Link to the policy- https://cutm.ac.in/wp-content/uploads/2024/11/Maternity-Paternity-Policy-1.pdf

### 1.2 Policy of Non-Discrimination Against Women 2024

CUTM's Policy of Non-Discrimination Against Women 2024 further supports staff mental well-being by promoting a safe, respectful and inclusive workplace free from gender-based discrimination and harassment. The policy applies to faculty and staff and provides mechanisms for confidential reporting, investigation, counselling, legal assistance and appropriate workplace accommodations. By protecting individuals from discrimination, harassment and retaliation while providing access to support and remedial measures, the policy contributes to psychological safety, dignity and a healthier working environment.
Link to the Policy- https://cutm.ac.in/wp-content/uploads/2024/11/Policy-of-Non-Discrimination-Against-Women-1.pdf

### 1.3 Policy Against Ragging and Harassment

CUTM's Policy Against Ragging and Harassment provides an additional institutional safeguard for staff mental well-being by promoting a working and learning environment free from violence, harassment, exploitation and intimidation. The policy adopts a zero-tolerance approach to ragging and sexual harassment involving students, faculty and staff, while establishing dedicated committees and monitoring mechanisms. Importantly, the policy assigns the Human Resource function a role in understanding concerns raised and counselling both complainants and accused persons regarding the implications and available procedures. These mechanisms strengthen psychological safety, early support and appropriate institutional response to workplace-related distress.
Link to the Policy- https://cutm.ac.in/wp-content/uploads/2024/11/Policy-against-Ragging-and-Harassment.pdf

### 1.4 Grievance Redressal Policy

CUTM maintains formal grievance-redressal mechanisms that provide structured channels for reporting and resolving institutional concerns. The Grievance Redressal Policy establishes campus- and university-level committees and defined escalation procedures, including access to the University Grievance Redressal Committee and Ombudsman. Although the policy is primarily focused on student grievances, its broader institutional framework contributes to a transparent and supportive environment by providing defined mechanisms for addressing concerns and resolving disputes.
Link to the Policy- https://cutm.ac.in/wp-content/uploads/2024/11/Grievance-Redressal-Policy-of-CUTM.pdf

## 2. Active Promotion of Good Mental Health for Staff

CUTM actively promotes **staff mental well-being** through a sustained range of awareness programmes, professional development initiatives, wellness activities, counselling support, and knowledge-sharing platforms. These efforts encourage stress management, emotional resilience, healthy work practices, and open dialogue around mental health, helping integrate **well-being, prevention, and mental-health awareness into the University's professional culture** rather than treating them solely as crisis interventions.

### 2.1 Periodic Awareness Campaigns for Staff

CUTM organizes periodic mental health awareness programmes specifically for staff and faculty, educating them about mental health importance, recognizing signs of mental distress, and equipping them with practical self-care strategies. In the current year, 10+ awareness sessions were conducted, reducing stigma and normalizing help-seeking behaviour within the faculty community.






Awareness Campaigns for Staff

## 2.2 Stress Management and Mindfulness Workshops for Staff

CUTM conducts dedicated workshops for staff focusing on workplace stress management, work-life balance strategies, mindfulness and concentration techniques, and professional coping strategies for navigating academic and administrative responsibilities. These workshops acknowledge the unique stressors faculty face — research pressures, student management, administrative workload — and provide practical, evidence-based tools for resilience.



Stress Management and Mindfulness Workshops for Staff

## 2.3 Yoga Sessions for Staff — Daily Wellness Practice

CUTM's daily yoga sessions, conducted by certified instructor Dr. Pradeep Kumar Sahoo, are open to staff and faculty alongside students — creating a shared wellness culture across the campus community. International Yoga Day (21 June 2025) was celebrated at CUTM Balasore and Paralakhemundi with explicit faculty and staff participation. Faculty members actively joined students in asanas, pranayama and meditation — demonstrating institutional leadership in staff physical and mental wellness.




Yoga sessions for staff well-being.

### 2.4 World Mental Health Day — Staff Engagement Across Campuses (2025)

World Mental Health Day 2025 was observed across all CUTM campuses with documented faculty and staff participation:

- CUTM Bhubaneswar (10th Oct 2025, SoAHS + CCCDC): full-day programme (9:45 AM–5:00 PM) under the theme 'Access to Services — Mental Health in Catastrophes and Emergencies.' Expert speakers Mrs. Reena Singh (M.Sc. Mental Health Nursing, KIIT DU) and Dr. Mamata Mohanty (MBBS AIIMS, Public Health Specialist) addressed staff and students; inaugurated by Director Prof. Jagannath Padhi
- CUTM Balasore (10th Oct 2025): Regional Director Mr. Dhruba Charan Sahoo directly addressed the gathering on mental health challenges for nursing professionals; HOD Ms. Queen Monalisa Sanatan spoke on empathy and support systems
- CUTM Bolangir (10th Oct 2025): Director Dr. Pradeep Kumar Sarangi presided; Clinical Psychologist Mrs. Amrita Pritam (CRC-SRE) addressed faculty and students
- CUTM Paralakhemundi (10th Oct 2025): Vice-Principal Prof. S.N. Sandhya addressed faculty and students on mental well-being and identifying stress early; the Peer Counselling Corner and Art Therapy Booth were open to staff as well as students.






World Mental Health Day 2025 — CUTM

### 2.5 Spiritual-Emotional Well-Being Programmes — Bhagavad Gita Sessions

CUTM conducts weekly Bhagavad Gita sessions and self-discovery courses for faculty and staff — fostering deeper self-awareness, emotional balance and philosophical resilience. These programmes draw on India's ancient wisdom traditions to provide staff with a contemplative framework for managing professional stress, interpersonal challenges and purpose-driven career engagement.




Bhagavad Gita Sessions

**Active Promotion Summary — Staff Mental Health**

✔ Awareness campaigns: 10+ sessions/year; dedicated to staff mental health, self-care, distress recognition

✔ Stress management workshops: workplace stress, work-life balance, mindfulness — tailored for faculty

✔ Yoga: daily sessions (Dr. Pradeep Kumar Sahoo); International Yoga Day (Jun 2025) — faculty co-participation

✔ World Mental Health Day 2025: all campuses — director/regional director addresses; expert speakers; faculty engaged

✔ Bhagavad Gita sessions: weekly spiritual-emotional well-being for faculty and staff

### 3. Free Mental Health Support for Staff

CUTM provides free, accessible and confidential mental health support to all staff through its counselling centre, designated helpline, digital resources and engagement — ensuring that cost is never a barrier to seeking help.

#### 3.1 In-House Counselling Centre — Free and Confidential

The CUTM Mental Health and Counselling Services Centre provides free individual and group counselling to staff, helping them maintain and improve their emotional, intellectual, physical and spiritual well-being. A professional counsellor works directly with staff members to relieve stress, anxiety and occupational burnout; boost self-esteem and professional confidence; develop interpersonal skills; navigate personal and professional relationship challenges; and achieve work-life balance and career goals.

In 2025, 200+ staff members used the University's mental health services, and 81% of respondents to an internal confidential staff survey rated the support positively. The service operates on a walk-in and appointment basis, with virtual options ensuring privacy and convenience for staff at all campuses.

#### 3.2 Designated Helpline and Signposting

CUTM maintains a designated mental health helpline offering immediate psychological support and guidance for staff experiencing acute distress. Staff are also signposted to external free resources — Tele-MANAS (14416), the Government of India's 24×7 tele-mental health helpline, and non-profit helplines such as iCall (TISS) and the Vandrevala Foundation — so that support is available outside institutional hours and for issues needing specialist external guidance.

#### 3.3 Digital Mental Health Resources

CUTM provides staff access to digital mental health resources including evidence-based articles, self-help materials and mental wellness content through internal portals and institutional notice boards — supporting self-directed mental health maintenance and practical guidance on stress management, mindfulness and well-being practices integrated into daily professional life.




CUTM provides staff access to digital mental health

### 3.4 Free Staff Wellness Camps — Bhubaneswar (18 March 2025) and Paralakhemundi

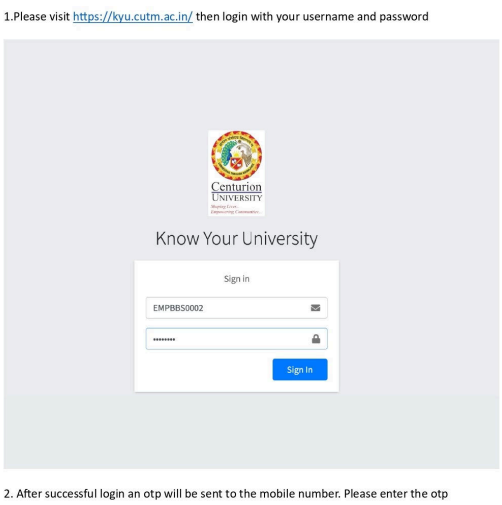
A dedicated Free Health & Wellness Camp was organized exclusively for 190 faculty and staff of CUTM and GTET on 18 March 2025 at the CDC Hall, Bhubaneswar. While primarily a physical health camp, the multidisciplinary team included Dr. Sibani Rout (OBG), Dr. Prateek Mohapatra (Orthopaedics), Dr. Anewesh Das (General Medicine) and Dr. Sushree Sangita Kar (Dietetics & Nutrition). Individual health counselling included mental health dimensions — lifestyle modification guidance, stress-related physical health indicators (BP, BMI), and diet-mood relationships — making it a holistic wellness intervention for staff. A second free staff wellness camp was held at the Paralakhemundi campus, extending the same service to faculty and staff there.




Free Health & Wellness Camp for Faculty and Staff — CUTM Bhubaneswar: 190 staff benefited (18 March 2025)

### 3.5 Faculty Induction & Know Your University (KYU): Structured Employee Orientation and Workplace Integration

CUTM's Know Your University (KYU) initiative provides a structured orientation mechanism to help employees familiarize themselves with the University's institutional structure, initiatives, activities and working environment. The updated KYU application introduced in March 2025 provides employees with learning resources followed by a 30-question online assessment and certificate, enabling staff to develop a clearer understanding of the University and its functioning. For newly joined faculty and staff, such structured institutional orientation can help reduce uncertainty about the organization, improve workplace familiarity and build confidence in interacting with colleagues, students, visitors, guardians and external stakeholders. By providing accessible information and a defined learning pathway at the beginning of an employee's engagement with the University, KYU contributes to a more supportive workplace environment and can complement CUTM's broader efforts toward staff well-being and stress reduction.




Know Your University(KYU) Portal

**Free Support Summary — Staff Mental Health**

✔ In-house counselling: free; confidential; individual and group; ~200 staff served; 81% satisfaction

✔ Virtual counselling: remote options for staff at all campuses including rural locations

✔ Helpline: designated immediate psychological support line for staff

✔ External signposting: Tele-MANAS (Govt. of India) and non-profit helplines (iCall, Vandrevala Foundation)

✔ Digital resources: internal portal mental health articles, self-help materials, wellness content

✔ Free Staff Wellness Camp (18 Mar 2025, BBSR): 190 faculty & staff; holistic health + counselling

## 4. Charged Mental Health Support — Referral and Specialist Access

For staff requiring **specialist or long-term mental-health care beyond the University's free in-house support**, CUTM provides structured referral pathways to qualified external mental-health professionals and healthcare facilities. This system enables staff to move from initial counselling and guidance to **specialist assessment, therapy, and continued clinical care** when required. By combining internal support with appropriate external referrals, CUTM helps ensure that mental-health services remain **accessible, confidential, affordable, and connected across different levels of care**, supporting continuity of treatment while respecting individual privacy.

### 4.1 Referral Network to Licensed Mental Health Professionals

CUTM maintains a **structured referral pathway** connecting staff members to qualified mental-health professionals, including **clinical psychologists, psychiatrists, and licensed counsellors**, through hospitals and clinics in the local area. When in-house counsellors identify a staff member who may require specialized assessment, therapy, medication management, or longer-term psychological care, they facilitate **appropriate referrals and provide guidance on available service options**. This warm-referral approach helps staff navigate the healthcare system more confidently while supporting continuity of care between university-based counselling and external clinical services. It also provides a clear pathway for timely escalation when concerns require **specialist intervention beyond the scope of in-house support**, while maintaining confidentiality and respect for individual privacy.

### 4.2 Partnerships with Mental Health Providers — Preferential Rates

CUTM maintains formal and informal partnerships with local mental health clinics and institutions, enabling staff to access specialist mental health services at preferential rates or structured packages — reflecting the university's

employer responsibility to make professional mental health care financially accessible. CUTM's collaboration with Apollo Hospitals Bhubaneswar exemplifies this hospital-university integration extending to staff mental health referrals.

### 4.3 Employer-Supported Professional Counselling

For staff facing complex or long-term mental health challenges, CUTM funds a defined number of sessions each year with licensed psychologists, psychiatrists and counsellors. This employer-supported arrangement ensures that cost does not prevent staff from completing a course of professional care.

**Charged Support Summary — Staff Mental Health**

✔ Referral network: licensed psychologists, psychiatrists, counsellors — warm referrals with staff guidance

✔ Hospital partnerships: preferential rates at local mental health clinics and institutions

✔ Apollo Hospitals collaboration: specialist access pathway for complex mental health referrals

## 5. Quantitative Impact and Evidence Summary

| Indicator | Current (2025) | Target (Next Year) |
|---|---|---|
| Staff utilizing mental health services annually | 200+ | 220 |
| Awareness sessions conducted per year | 10+ | 15 |
| Staff satisfaction — mental health support (survey) | 81% positive | 90% positive |
| Staff wellness camps organized | 2 (Bhubaneswar, Paralakhemundi) | Annual at all campuses |
| Campuses with active mental health programmes | All Campuses | All Campuses |
| **Service / Initiative** | **Access Model** | **Details & Evidence** |
| Awareness campaigns | Free \| Active promotion | 10+ sessions/year; stress recognition, self-care, mental health literacy for staff |
| Mindfulness workshops | Free \| Active promotion | Workplace stress, work-life balance, coping strategies tailored for faculty |
| Daily yoga sessions | Free \| Active promotion | Dr. Pradeep Kumar Sahoo; daily sessions at four campuses (1,000+ a year); faculty co-participation |
| International Yoga Day 2025 | Free \| Active promotion | Balasore and Paralakhemundi campuses; faculty and staff joint participation |

| Indicator | Current (2025) | Target (Next Year) |
|---|---|---|
| World Mental Health Day 2025 | Free \| Active promotion | All campuses; directors, regional directors, expert speakers engaged with staff |
| Bhagavad Gita sessions | Free \| Active promotion | Weekly; spiritual-emotional resilience; self-discovery for faculty and staff |
| In-house counselling centre | Free \| Free support | ~200 staff served; 81% satisfaction; confidential; individual + group |
| Virtual counselling | Free \| Free support | Remote access; all campuses including rural Paralakhemundi, Bolangir |
| Designated helpline | Free \| Free support | Immediate psychological support; signposting to Tele-MANAS and non-profit helplines |
| Digital resources | Free \| Free support | Internal portal articles, self-help materials, mental wellness content |
| Free Staff Wellness Camp (Mar 2025) | Free \| Free support | 190 faculty & staff at Bhubaneswar (18 Mar 2025); second camp at Paralakhemundi |
| Referral network | Charged support | Licensed psychologists, psychiatrists; warm referrals; staff-guided access |
| Hospital partnerships | Charged support | Preferential rates at local mental health clinics; Apollo Hospitals linkage |
| Employer-supported counselling | Charged support | University-funded sessions each year with licensed psychologists and psychiatrists |

## 6. Conclusion

Centurion University of Technology and Management, Bhubaneswar, supports staff mental health at every level — actively promoting staff mental well-being through year-round campaigns, daily yoga, mindfulness workshops, World Mental Health Day events across all campuses, and Bhagavad Gita sessions; providing free mental health support through its in-house counselling centre, designated helpline, digital resources and free wellness camps; and ensuring access to charged specialist support through its referral network, hospital partnerships at preferential rates and University-funded professional counselling sessions.

In the current year, 200+ staff members used mental health services, with 81% of survey respondents rating the support positively — a measurable, evidence-based indicator of the system's effectiveness. Programmes have expanded to include free staff wellness camps at Bhubaneswar (190 faculty and staff, March 2025) and Paralakhemundi, World Mental Health Day events with expert clinicians at all campuses, and International Yoga Day celebrations with faculty-led wellness. Together, these create a comprehensive, stigma-free and genuinely supportive mental health ecosystem for all CUTM staff.