

**Pacific Academy of Higher Education & Research University, Udaipur
(PAHER University)**

Mental Well-Being and Suicide Prevention Policy

(1 July 2024)

Purpose:

This policy outlines PAHER University commitment to prevent suicide and supporting individuals at risk. The institution is dedicated to fostering a safe, supportive, and inclusive environment by providing resources, raising awareness, and ensuring that individuals in crisis have access to the care and assistance they need.

Scope:


This policy applies to all students, staff and faculty of PAHER University. It covers the identification, intervention, support, and follow-up care for individuals at risk of suicide.

1. Objectives

- Promote a culture of mental well-being on campus by reducing stigma and encouraging open conversations around mental health.
- To provide a clear framework for identifying, supporting, and intervening with individuals at risk of suicide.
- To foster a culture of mental health awareness, de-stigmatization, and support.
- To ensure timely and appropriate intervention in the event of a suicide crisis.

2. Policy Principles

- Confidentiality and Sensitivity in all matters related to suicide prevention, including assessments and interventions, will be handled with the utmost care.
- Suicide prevention services will be non-discriminant and shall be available to all individuals regardless of race, gender, sexual orientation, or other personal characteristics.
- All members of the university shall have access to mental health support, including counselling, crisis intervention, and emergency services.
- All staff and faculty shall be provided opportunity to get trained in recognizing signs of suicidal ideation and providing appropriate support or referral.


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3. Suicide Prevention Strategy (Screening Protocols and Crisis Intervention)

- Regular screening for mental health risks, including suicidal ideation, will be conducted through routine check-ins, self-reporting tools, and screenings during key points (e.g., new student orientation, employee onboarding, routine healthcare appointments).
- Standardized risk assessment tools, such as the Columbia-Suicide Severity Rating Scale (C-SSRS), PHQ-9 (Patient Health Questionnaire-9) will be used by mental health professionals to evaluate suicidal ideation and behaviour in individuals. The goal of the assessment is to determine the level of risk (low, moderate, high) and to decide on the appropriate intervention and next steps.
- In the event of a suicide crisis the Mental Well-Being and Suicide Prevention Committee will offer immediate support for the individual, ensuring their safety and well-being.

4. Support Services

- The institution will provide counselling services and therapy sessions through the Mental Health Counselling Centre, available during business hours and on-call for urgent needs.
- Peer support programs shall also be implemented to encourage students, staff, and faculty to provide initial support to individuals experiencing distress.

5. Prevention Education and Awareness

- Training for Staff and Faculty members shall be arranged to educate and make them aware with regard to mental health and prevention.
- The university shall promote organization of Mental Health Awareness Campaigns through workshops, seminars, posters, digital communications etc.
- The university shall provide confidential mental health counselling services, staffed by trained psychologists, counsellors, and mental health professionals. These services will be available free of charge to all students, faculty, and staff.

6. Suicide Prevention Environment

- The university shall ensure that safe spaces are available for students and employees to seek confidential support, such as quiet rooms in counselling centre or designated areas in residential facilities.


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- High-risk locations (e.g., tall buildings, bridges) will be assessed and, where possible, modified to reduce access to methods of self-harm. This may include safety barriers, fencing, or restricted access to certain areas.
- Promote stress management workshops, mindfulness programs, and recreational activities to help students deal with academic pressures, exam stress, and life balance.

7. Roles and Responsibilities

- A **Mental Well-Being Committee** will be formed to oversee the implementation of this policy, ensuring it is followed and continuously improved. The committee will be responsible for policy review, staff training, and resource development.
- Appointed Mental health professionals shall be responsible for conducting assessments, providing therapy, and facilitating crisis interventions as needed.
- All employees shall take responsibility for offering support and/or referrals when necessary.

University encourages all the members of the university to be proactive in fostering a supportive environment where mental health concerns are taken seriously and addressed with care and urgency.



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