

# COLLEGE OF MICRONESIA-FSM

## BOARD POLICY No. 2302

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### **Mental Health and Well-being Policy**

Date Adopted: 13 December 2023

Date Revised:

Date Reviewed: 13 December 2023

References: D.L. Bazelon Center for Mental Health Law, Support Students: A Model Policy for Colleges and Universities<sup>1</sup>

#### **Policy Statement**

The College of Micronesia-FSM (COM-FSM or the “college”) is committed to promoting the well-being and mental health of its students and employees. This policy aims to establish guidelines and procedures to ensure accessible and supportive mental healthcare services within the college community. By fostering a safe and inclusive environment, we seek to enhance the overall health and academic/professional success of our students and employees.

#### **A. Mental Health Services and Resources**

1. The college will provide mental health services and resources to all registered students and employees. These services may include *counseling, psychoeducation, support groups, referrals to off-campus mental health providers as necessary.*
2. The college will collaborate with qualified mental health professionals to deliver these services. Confidentiality and privacy of individuals seeking mental health support will be respected and upheld to the extent permissible by relevant and applicable college policies, local public laws and US Federal regulations.

#### **B. Awareness and Education**

1. The college will conduct regular awareness campaigns and educational programs to promote mental health literacy, reduce stigma, and increase understanding of mental health issues.
2. The college will encourage open dialogue and discussion on mental health topics through workshops, seminars, and informational materials.

#### **C. Counseling and Support Services**

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<sup>1</sup> Bazelon, D.L. (15 May 2007). Supporting Students: A Model Policy for Colleges and Universities. The Bazelon Center for Mental Health Law. Retrieved on July 16, 2023, from <https://www.bazelon.org/wp-content/uploads/2017/04/SupportingStudentsCampusMHPolicy.pdf>

1. The college will establish a dedicated counseling center staffed by licensed mental health professionals or trained counselor
2. Counseling services will be available to students and employees seeking support for mental health concerns, including but not limited to stress, anxiety, depression, trauma, and relationship issues.
3. The counseling center will provide individual counseling, group counseling, crisis intervention, and referrals to off-campus mental health providers as necessary.
4. The college will strive to ensure timely access to counseling services, considering the diverse needs of the college community.

D. Accommodation and Support

1. The college will work with students and employees who require mental health accommodations to develop appropriate support plans, in compliance with applicable college policies, local public laws and US Federal regulations.
2. The college will facilitate reasonable accommodations for individuals with mental health conditions to ensure equal access to educational and professional opportunities for all students and employees. However, before proceeding with any necessary accommodations or adjustments, it is essential for these offices and departments to fully understand the implications and requirements involved.

E. Confidentiality and Privacy

1. The college will maintain strict confidentiality and privacy standards when handling mental health information, in accordance with applicable laws and regulations.
- A. Mental health records and information will be securely stored and accessible only to authorized personnel on a need-to-know basis.

F. Crisis Management and Intervention

1. The college will periodically assess the effectiveness of its mental healthcare services and programs through surveys, feedback mechanisms, and evaluation reports.
- B. Based on evaluation results, the college will make necessary adjustments and improvements to enhance the quality and accessibility of mental healthcare services.

G. Non-Discrimination

1. The college will provide mental healthcare services and support to all students and employees without discrimination based on race, color, national origin, sex, gender identity, sexual orientation, disability, or any other protected status.

#### H. Implementation and Communication

1. The college will disseminate this policy to all students and employees through appropriate channels, such as the college website, student and employee handbooks, and orientation programs.
2. The policy will be reviewed periodically, and updates will be communicated to the college community as necessary.
3. The college will provide mental healthcare services and support to all students and employees without discrimination based on race, color, national origin, sex, gender identity, sexual orientation, disability, or any other protected status.

#### I. Compliance and Enforcement

1. All members of the college community, including students, employees, and faculty, are expected to comply with this policy.
2. Violations of this policy may result in appropriate disciplinary action, in accordance with the college's code of student conduct and employment policies.