



THE - Impact Rankings 2025

3 GOOD HEALTH
AND WELL-BEING



**Ensure healthy lives and promote well-being
for all at all ages**

3.3.7 Mental Health Support for Staff

University staff ranging from faculty members to administrative and support staff—also face unique pressures and challenges that can impact their well-being. These pressures can include academic responsibilities, research deadlines, student-related challenges, job insecurity, work-life balance struggles, and personal life issues. To ensure a healthy and supportive work environment, Kalasalingam Academy of Research and Education can offer comprehensive mental health support services for its staff, helping to enhance their well-being, engagement, and productivity.

Objectives of Mental Health Support for Staff:

Raise awareness about sexual health, contraception, consent, and sexually transmitted infections (STIs) through educational programs and workshops.

Empower students with accurate information to help them make informed choices about their sexual health, relationships, and personal safety.

Provide free consultations, preventive care, and treatment services for sexual health concerns, including reproductive health, STIs, and mental health related to sexuality.

Measures taken to create and awareness – within the Institute on Mental Health and Wellbeing

- Conducting yoga, pranayama, and meditation classes for staff and faculties.
- Involving faculties on planting trees.
- Protecting mental health through Cultural Events, Indoor & Outdoor sports activities,



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Swimming, Gymnasiums, Extra-Curricular, Co-curricular activities, Club activities.

- Leisure/Fun activities.
- Programs on Social and Personal Recovery.
- Activity / Game based learning.
- Mental stress management programs.
- <https://kalasalingam.ac.in/internal-complaints-committee/> against Anti-harassment..
- <https://kalasalingam.ac.in/anti-ragging-committee/> - Social security through Anti-Ragging Committee
- To prevent of discrimination - Anti-Discrimination committee <https://kalasalingam.ac.in/anti-discrimination/>
- Organizing District Mental Health Programs through District Mental Health Offices.
- Observed World Mental Health Day 2022 on October 10 to spotlight mental health around the world, raise awareness of mental health issues and encourage efforts to support those experiencing mental health issues.

Activities were conducted to reduce stress level on both students and faculties.

Measures taken to create and awareness – social outreach, on Mental Health and Wellbeing

- Awareness Programme among nearby villages on
 - Swachh Bharat Mission
 - Clean and Hygiene
 - Basic mental health literacy
 - Yoga, pranayama, and meditation for physical and mental health
 - Stress management
 - Tree plantation
 - Anti-harassment / Self-defense training for women.
 - Geriatric care management

Medical camps organized as a part of social outreach with the help of Kalasalingam Medical College and Hospital (KMCH).

Full-time mental health professionals (e.g., counselors, psychologists) are employed by our institution

- We are having Kalasalingam Medical College and Hospital (KMCH) inside our University



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campus.

- 50+ medical professionals are working in KARE among them 12 Doctors are staying in our hostels.
- Medical professionals from KMCH visit the University premises frequently and provide counseling to the students/faculties who are in need.
- KMCH has a **Department of Psychiatry** where 7 full time medical professionals are available for consultation around the clock.
- The Department of Social Work also has 5 full time social workers and counselors who conduct counseling and one on one sessions for students, faculty and staff.
- All our faculty mentors and hostel wardens undergo training in student counseling and the methodologies to address student wellbeing and health.
- In addition, mental health professionals are employed on a visiting basis (27 members, 1 per department), who visit the university at periodic intervals to either conduct programs or individual sessions for the students, faculty and staff.
- Staffs are encouraged to visit KMCH /Social Work department whenever mental advisory is essential from a psychological point of view.

Average waiting time (in days) for staffs to get an appointment with a mental health professional

- Average Waiting Time - 0 days.
- KMCH provides 24x7 medical service to the University and to the public.
- In college premises, the staff can meet the counselors (medical professionals attached with our KMCH) at any time, who are staying inside the hostel.

Ambulance service is available for any emergency need, 24x7.

Partnerships with external mental health organizations does the institution maintain actively

- 42 external mental health organizations
- Apart from the psychological division part of KMCH, KARE, we have tie-ups with other hospitals, Yoga, Meditation centers, and NGOs who actively run mental health programs by offering counseling and personal development programs among the students and staff for their mental health and well-being.



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Providing an inclusive environment for all round development of staffs

- University follows the practice of participative management. The students are included as members in certain University committees. It involves University's administration, teachers, students and non-teaching staffs as participants.
- The institution offers yoga sessions for the staffs.
- Gymnasium has been built keeping in view the health and fitness of the staffs.
- Wi Fi facility are provided around the campus.
- Stress reduction workshops and FDPs are conducted at the department level.
- To accommodate the faculty diversity across the nation, many regional level (almost state-wise) celebrations are initiated and conducted regularly by the Director - Academics office and Staff recreation club.
- International Women's Day Celebration to accommodate women faculty members and women staff.
- Women's Empowerment Cell (WEC) and Internal Complaints Committee (ICC) to keep the women faculty safe and mentally healthy.
- Faculty Development Program on Mental Health and Well-being.
- Guest lectures and seminars on campus life done every semester and feedback are collected and addressed.
- Faculty Advisory system for students with 1:20 ratio.
- Counseling systems exist with qualified counsellors.
- NCC, NSS units and various departments have been continuously conducting cleanliness and plantation drives, flood relief camp, health camp, awareness camps on various social issues where maximum participation of staff volunteers is noticed.

<https://kalasalingam.ac.in/library/> - Institutional webpage that contains the details about facilities available in the University.

- It's an excellent place for people to find books that can help them with personal development.
- It can also foster creativity and help build their social skills in a stress-free environment.
- Provides a serene environment away from the distractions of home and school, helping students focus and reduce stress.
- Reading and engaging with different forms of media in the library can provide a healthy escape from academic pressures and daily stress.

Libraries offer additional support, such as counseling services, mental health resources, and academic help, contributing to overall well-being.



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Sports Club:

<https://kalasalingam.ac.in/sport/> - Institutional webpage that describes the various sports facilities available in the University campus for the betterment of the student community.

The following activities aid the staffs to reduce stress and showcased their talents through adventurous programmes and won prizes in various competitions like

- Swimming
- Boxing
- Basketball, Volleyball, Handball
- Kabadi
- Tennis court
- Archery
- Athletics
- Cricket

Our institution also have the following clubs for the staffs to showcase their talents without any stress

- Photography club
 - Yuva Tourism club
 - Fine Arts Club
- For the wellbeing of the faculty and students, certain amenities are present in the campus for easy access.
<https://kalasalingam.ac.in/other-amenities/>

Promoting work - life balance for faculty and staffs

- Promoting work life balance by Vacation plan, Casual Leave, Earned Leave, Special CLs, On duty leave, and Medical leave as per the leave policy.
- Incentive and reward Programmes for faculties and students to promote academic excellence and research.
- Faculty and staff are promoted through Career Advanced Scheme every year.
- In connection with Annual sports day celebration, Sports events are conducted exclusively for faculty and staffs.
- University provides financial support to faculties to participate in conference, workshop, and various training programs.



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- Faculty are encouraged to do Postdoctoral fellowship with sabbatical leave.
- Maternity leave for women faculty with salary.
- Paternity leave for male faculty with salary.
- Staff quarters for faculty to improve work-life balance.

Code of Conduct for Faculty and Staff

[https://kalasalingam.ac.in/wp-content/uploads/docs/KARE Faculty and Staff Code of Conduct.pdf](https://kalasalingam.ac.in/wp-content/uploads/docs/KARE_Faculty_and_Staff_Code_of_Conduct.pdf)

For Faculty, Code of conduct will be conveyed during the Faculty Induction Programme, which happens once in a semester. The Faculty Induction Programme (FIP) focuses on conveying the university policies, practices, norms to the newly joining faculty every semester. Vice Chancellor, Registrar, Director (Academics), Director (Student Affairs), Director (IQAC), Director (Accreditation and Ranking), Director (Industry Relations), Director (International Relations), Director (Kaltech), Director (Campus Residence), Controller of Examination will handle the sessions to intimate the code of conduct.

Policy Code of Ethics in Research

https://kalasalingam.ac.in/wp-content/uploads/research/PCER2017_opt.pdf

Programs organized by Women Empowerment Cell (WEC)

[https://drive.google.com/drive/folders/1iGV--HOCIFVKI5n5NkPHHIAEqVI32e-Q?usp=drive link](https://drive.google.com/drive/folders/1iGV--HOCIFVKI5n5NkPHHIAEqVI32e-Q?usp=drive_link)

Women Empowerment Cell (WEC): Policy on Gender Equality

[https://drive.google.com/file/d/1WH9kMPnVfrxaIFZVPK83mqw_GA-JQn4I/view?usp=drive link](https://drive.google.com/file/d/1WH9kMPnVfrxaIFZVPK83mqw_GA-JQn4I/view?usp=drive_link)