

## Mental Health Policy

E-03, U-03, P-03

|               |                                 |                   |              |
|---------------|---------------------------------|-------------------|--------------|
| LONG TITLE    | Mental Health Policy            | DATE OF ENACTMENT | 4 April 2022 |
|               |                                 | LAST AMENDED      | 4 April 2022 |
| REFERENCE No. | E-03, U-03, P-03                | NEXT REVIEW       | March 2024   |
| CATEGORY      | Equity, Diversity and Inclusion | COMPETENT CHAMBER | Council      |

### PREAMBLE

To outline the strategies and practices of the organization to fulfill the expectations of its members for the maintenance of a compassionate workplace where mental health is at the forefront of all activities and conversations.

### INTERPRETATION

1. This Policy may be called the *Mental Health Policy*.
2. In this Policy, the following definitions shall apply:
  - a. **Empower Me** is a confidential, multicultural, gender-inclusive, 24/7, 365-day support service that is available to any student who is enrolled in their StudentCare insurance. Students can access this service for any of the following: stress or anxiety, depression, relationships or interpersonal conflicts, family responsibilities, substance misuse/abuse, disordered eating, time management, career counseling, financial planning or financial insecurity, nutrition and more.
  - b. **Pop the Stigma** is [CUSA](#)'s annual Mental Health Awareness campaign. It occurs every year at Carleton and has two main goals: eliminate the stigma surrounding mental health and connect the Carleton University community with mental health resources.
3. This policy applies to all CUSA spaces including but not limited to: office spaces, businesses, service centres, online and in-person events, and to all CUSA staff including but not limited to: executive, full-time, part-time and volunteer.
4. CUSA understands and supports the need for thorough mental health support for all staff and students at large.
5. CUSA understands that existing mental health supports may not cater to all lived experiences or marginalized groups and advocates for community-specific approaches to mental healthcare.

### POLICY ADMINISTRATION

6. The Vice President Student Issues (VPSI) has the responsibility of maintaining close relationships with Service Centres and university stakeholders regarding mental health initiatives. VPSI has the responsibility of holding campaigns surrounding mental health, promoting resources and services offered by CUSA and Health and Counseling Services as well as advocating with the University and provincial government to provide adequate mental health support.
7. The Vice President of Community Engagement (VPCE) has the responsibility of creating wellness-focused community engaged strategies, including but not limited to events, resources, and programming. VPCE has the responsibility of working with the VPSI to advocate to the provincial government to provide adequate mental health support and services.

## **POLICY**

8. CUSA will advocate for students' mental health and will continue providing resources such as EmpowerMe.
9. VPSI and VPCE commit to advocating to the university and the provincial government to provide adequate mental health support to post-secondary students.
10. CUSA will maintain and frequently update a mental health resources page on the CUSA website.
11. CUSA service centers will provide community-specific mental health services, resources and peer-to-peer support.
12. CUSA will undertake advocacy work with other students' associations at post-secondary institutions across Ontario to push for more mental health support from the provincial government through the creation of a collaborative Post-Secondary Mental Health Action Plan.
13. CUSA commits to conserving a good relationship with Carleton University's Health and Counseling Services in order to provide mental health support to all students.
14. CUSA commits to advocating for mental health support and resources through campaigns and events such as Pop the Stigma.
15. CUSA commits to promoting Carleton's Health and Counseling Services, as well as the intersectional approach and support taken by counselors.
16. CUSA commits to pursuing reasonable opportunities to increase StudentCare services in a manner that is consistent with this policy.