

**CANADORE COLLEGE
CORPORATE POLICY MANUAL**

TITLE: **Mental Health and Well-being Policy**

EFFECTIVE DATE: January 21, 2025

1. SCOPE

1.1 Authority

This policy is issued under the authority of the Board of Governors.

1.2 Application

This policy applies to employees and students who are on any campus location of The Canadore College of Applied Arts and Technology (hereafter referred to as “Canadore” or “the College”).

2. PURPOSE AND PRINCIPLES

2.1 The purpose of this policy is to affirm the College’s commitment to nurture a stigma-free environment, free from discrimination or harassment, and to support mental health and well-being through inclusive and supportive practices.

2.2 This policy is not intended to supersede or interfere with the College’s Safe College Community Policy, Respectful College Community Policy, or Sexual Assault and Sexual Violence Policy.

2.3 Canadore acknowledges that mental health is a continuum. Individuals experiencing unwanted mental health symptoms often deal with concurrent disorders or trauma and may, as a result, experience additional challenges.

3. DEFINITIONS

3.1 Mental Health: A state of well-being in which the individual realizes their own abilities, can reasonably cope with the stresses of life, can live, study, and work well, and is able to contribute to the community.

3.2 Mental health concerns: A spectrum of concerns that can range from temporary, distressing symptoms to a wide range of mental health disorders and illnesses affecting one’s mood, thinking, behaviour, or physiological responses.

3.3 Stigma: A set of negative attitudes and unfair beliefs or stereotypes that lead to discrimination and social inequity experienced by individuals and groups; it can be organized into social stigma, structural stigma, and self-stigma.

3.4 Well-being is more than the absence of illness, it is a state of overall well-being in its full expression of the following dimensions – cultural, emotional, mental, physical, social, and spiritual.

3.5 Concurrent Disorders is the presence of two or more diagnosed health concerns.

4. POLICY

4.1 Canadore fosters a safe, inclusive environment for all individuals with mental health concerns or symptoms, ensuring freedom from stigma, harassment, and discrimination.

4.2 All disclosures of mental health concerns or mental health symptoms will be taken seriously and will be treated in accordance with the College’s Protection of Privacy Policy. The College will make available referral resources.

4.3 The College will create, monitor and review policies with a mental health lens.

4.4 To build awareness and reinforce help seeking behaviours, mental health literacy and awareness campaigns will take place in the form of informational booths, classroom presentations, and promotion of provincial campaigns.

4.5 Mental health and well-being awareness training will be made available to all employees.

5. ROLES AND RESPONSIBILITIES

5.1 Board of Governors

The Board of Governors is responsible for the initial approval of the policy and subsequent substantive amendments.

5.2 President

The President is responsible for the overall management and operation of the College. The President will ensure that the policy is implemented, and that compliance is monitored.

6. EVALUATION

This policy will be reviewed every three years as part of the Board’s regular policy review.

Supporting Documents

[Recognize, Respond, Refer](#), More Feet on the Ground (Student Support Crisis Protocol)

[Safe College Community Policy \(B-29\)](#)

[Respectful College Community Policy \(B-11\)](#)

[Sexual Assault and Sexual Violence Policy \(B-33\)](#)

[Protection of Privacy Policy \(B-14\)](#)