

Campus Mental Health Policy Framework

A Customizable Template for Higher Education Institutions

About This Template

This framework provides a comprehensive foundation for developing campus mental health policies. Institutions should customize this template to align with their specific context, resources, and regulatory requirements. Legal review is recommended before implementation.

Griffin Ambitions Ltd
Student Mental Health Policy Changemakers™
EIN: 81-1945532 | griffinlink.com

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1. POLICY STATEMENT & PURPOSE

[INSTITUTION NAME] is committed to fostering a campus environment that supports the mental health and wellbeing of all students. This policy establishes the framework for comprehensive mental health services, crisis response, prevention programming, and support systems.

Purpose:

- Ensure accessible, equitable mental health services for all students
- Establish clear protocols for crisis intervention and response
- Promote campus-wide mental health awareness and stigma reduction
- Define roles and responsibilities across the institution
- Comply with applicable federal and state regulations

2. SCOPE & DEFINITIONS

This policy applies to all enrolled students, faculty, staff, and administrators with responsibilities related to student mental health and wellbeing.

Key Definitions:

- **Mental Health Crisis:** A situation in which an individual's behavior puts them at risk of harming themselves or others, or prevents them from caring for themselves.
- **Counseling Services:** Professional mental health support provided by licensed clinicians.
- **Reasonable Accommodation:** Modifications to academic requirements that enable students with mental health conditions to participate equally in educational programs.
- **Mandated Reporter:** An individual required by law to report suspected abuse, neglect, or certain dangerous situations.

3. GUIDING PRINCIPLES

Student-Centered Approach: All services prioritize student wellbeing, autonomy, and dignity.

Equity & Inclusion: Services are accessible to all students regardless of background, identity, or circumstance.

Evidence-Based Practice: Programs and interventions are grounded in research and best practices.

Collaboration: Mental health support requires coordination across departments and with community partners.

Confidentiality: Student privacy is protected within legal and ethical boundaries.

Continuous Improvement: Regular assessment drives ongoing enhancement of services.

4. SERVICE DELIVERY FRAMEWORK

Tier 1: Universal Prevention

- Campus-wide mental health awareness campaigns
- Stress management workshops
- Mental health first aid training
- Online self-help resources

Tier 2: Targeted Intervention

- Support groups for specific populations
- Early intervention programs
- Brief counseling (6-8 sessions)
- Peer support programs

Tier 3: Intensive Support

- Individual therapy
- Psychiatric services
- Case management
- Referrals to community providers
- Medical leave coordination

5. CRISIS RESPONSE PROTOCOLS

5.1 Crisis Definition & Response Levels

Level	Description	Response
IMMEDIATE (Life-threatening)	Active suicidal behavior, violence, medical emergency	Call 911, secure area, do not leave person alone
URGENT (High risk)	Suicidal ideation with plan, severe distress, psychological crisis	Contact crisis team, arrange immediate evaluation
MODERATE (Requires attention)	Significant distress, declining functioning	Same-day counseling appointment, safety planning
ROUTINE (Monitoring)	Mild symptoms, seeking support	Schedule standard appointment, provide resources

5.2 Post-Crisis Procedures

- Complete incident documentation within 24 hours
- Notify appropriate campus officials per reporting requirements
- Develop safety plan with student (if applicable)
- Coordinate with academic affairs on any accommodations
- Schedule follow-up appointments
- Conduct debriefing with responding staff

6. PREVENTION & EARLY INTERVENTION

The institution shall implement evidence-based prevention programs targeting the entire campus community as well as early intervention strategies for at-risk populations.

Required Programs:

- New student orientation mental health module
- Gatekeeper training for residence life staff
- Faculty/staff mental health awareness training
- Peer educator programs
- Suicide prevention campaigns (e.g., September awareness month)
- Substance abuse prevention programming

7. ACCOMMODATIONS & SUPPORT

Students with mental health conditions may be entitled to reasonable accommodations under the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.

Common Accommodations:

- Extended time on examinations
- Reduced course load without penalty
- Flexible attendance policies
- Priority registration
- Single room housing
- Permission to record lectures
- Breaks during exams

12. LEGAL COMPLIANCE CHECKLIST

Requirement	Status	Notes
FERPA compliance procedures documented	■	
HIPAA compliance (if applicable)	■	
ADA accommodation process established	■	
Title IX coordination procedures	■	
State mental health laws reviewed	■	
Mandated reporter training current	■	
Clery Act reporting procedures	■	
Insurance/liability coverage verified	■	
Informed consent forms approved	■	
Records retention policy established	■	

APPENDIX A: IMPLEMENTATION TIMELINE

Phase	Timeline	Key Activities
Planning	Months 1-2	Stakeholder engagement, needs assessment, resource allocation
Development	Months 3-4	Policy drafting, procedure development, training design
Pilot	Months 5-6	Limited rollout, feedback collection, refinement
Launch	Month 7	Full implementation, campus communication, training delivery
Assessment	Months 8-12	Data collection, outcome evaluation, adjustments
Sustainability	Ongoing	Annual review, continuous improvement, reporting

Disclaimer: This template is provided for educational purposes and should be customized to meet your institution's specific needs. Legal review is strongly recommended before adoption. Griffin Ambitions Ltd. is not responsible for implementation outcomes.

Griffin Ambitions Ltd | Student Mental Health Policy Changemakers™
griffinlink.com | 877-569-MIND | info@behavioralhealth.us