

Policy Title:	Student Mental Health and Well-being Policy
Policy ID:	5-507
Manual Classification:	Student Services/Registrar
Approved by Board of Governors (BoG):	February 6, 2025
Effective Date:	February 10, 2025
Next Policy Review Date:	February 2028
Contacts for Policy Interpretation:	Vice President, Student Experience

1.0 - Policy Overview

This policy aligns with the Strengthening Accountability and Student Supports Act (2024) which ensures that Fleming College meets the Ontario provincial standards while maintaining our commitment to student mental health and well-being. This policy aligns with our values of community, courage, innovation and inclusiveness and embeds health promotion, accessibility and holistic supports throughout the campus, that meet the needs of our students. The shared responsibility for student well-being articulated in the Okanagan Charter is a call to action we take seriously at Fleming College. This policy and the support services represented herein, define our commitment to the well-being of our students.

2.0 - Purpose

The purpose of this policy is to articulate Fleming College’s commitment to fostering inclusivity and student support into all aspects of the learning environment in ways that foster overall well-being.

3.0 - Definitions and Acronyms

Mental Health: A state of mental well-being that enables one to cope with life stressors, realize abilities and contribute to society (World Health Organization, 2024).

Well-being: A positive state experienced by individuals that is determined by social, environmental and economic resources and conditions (World Health Organization, 2021).

Student: A person who is registered and/or enrolled in a Fleming College program or course, on campus or virtually.

College Community: Any person who studies, teaches, conducts research at or works at, or under, the auspices of the College and includes without limitation, employees or contractors; appointees (including volunteer board members); students; visitors; and any other person while they are acting on behalf of, or at the request of the College.

Upstream Support: Community based approach to well-being that considers the root cause of social and health problems and aims to improve the quality of life.

Downstream Support: These are supports that occur after the onset of a problem (e.g. treatment of illness after the illness happens)

Stepped-Care Model of Service: Model of care that is effective and the least intensive that allows the student to step in and out of services as needed.

4.0 - Scope

This policy applies to all Fleming College students across all campuses.

5.0 – General Principles

Fleming College believes in holistic student support, providing support and resources that foster student flourishing and creating an environment where students can achieve their academic and well-being goals. It is through the principles of integrity, transparency and accountability that Fleming college will demonstrate our commitment to supporting a positive student mental health and well-being environment.

5.1- Holistic, Proactive, and Student-Centred Services

Fleming college prioritizes the needs of students, recognizing that every student experience is unique. Our student population is diverse, and we actively engage with students as partners in learning. Fleming College offers wrap-around Stepped Care approaches to well-being, and we offer comprehensive service to students using our dedicated staff, student mentors and through community partnerships. Students can access services including physical health services (nurses and physicians), mental health and personal wellness services, accessible education counselling services, and peer mentorship. Fleming College student well-being specialists ensure that our students receive culturally responsive services that meet the student where they are in their well-being journey and access a combination of upstream health promotion support services and downstream interventions that include both internal and external services.

5.2 – Access for All Students

Fleming college will ensure that students are aware of the many supports available that can positively impact mental health and well-being. Fleming college recognizes that well-being is multi-dimensional and includes physical health, mental health, financial health, spiritual health and the need for belonging. As such, we provide a full range of support to students to ensure they are receiving the support they require to be successful. These supports are in an easily accessible online location as well as in-person. Our well-being staff strive to include community partners by bridging our internal resources with outstanding community partnerships to provide further access to services for Fleming College students.

5.2- Confidentiality and Protection of Privacy

Fleming College adheres to both the Freedom of Information and Protection of Privacy Act (FIPPA), (1990), and the Personal Health Information Protection Act (PHIPA), (2004), ensuring that all personal information and personal health information regarding mental health and well-being is securely managed and maintained, and accessible only to authorized persons. All confidential information collected will only be shared with the explicit consent of the student, unless otherwise directed by law.

5.3-Evaluation and Continuous Improvement

Fleming College continuously identifies trends and service provision in student mental health and well-being. As such, Fleming college will continuously evaluate mental health and well-being programs and services to students. We will incorporate feedback from community stakeholders and students into our service provision. Fleming College has a robust collection process and will include service use (workshops offered, number of visits, external partnership data, new well-being proposals, evaluation data, website traffic use) data in our accountability measures and will submit and present this data to the Board of Governors on a yearly basis beginning January 2026.

6.0 - Related Documents

- Government of Ontario. (1990). Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31. [Freedom of Information and Protection of Privacy Manual | ontario.ca](#)
- Mental Health Commission of Canada. (2020). [National standard for mental health and well-being for post-secondary learners.](#)
- Ontario Ministry of Colleges and Universities. (2024). [Strengthening Accountability and Learner Supports Act.](#)
- Government of Ontario. (2004). Personal Health Information Protection Act, S.O. 2004, c. 3, Sch. A. [Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sched. A | ontario.ca](#)
- [1-111 Access to Information and Protection of Privacy](#)
- [1-112 Information Practices Related to Personal Health Information](#)

History of Amendments/Reviews

Date Approved	Approved By	List of Approved Amendments / Review
February 6, 2025	Board of Governors	NEW