

Policy

Policy Title	Student Mental Health
Policy Holder	President’s Office
Policy Approver(s)	Senior Team
Related Policies	Student mental Health and Wellbeing Strategy Service to Persons with Disabilities Anti-Indigenous Racism & Other Forms of Discrimination Sexual Violence and Sexual Misconduct Student Code of Conduct Information and Privacy-Counselling, Health and Academic Records Tutoring- Academic Success Centre Student Accessibility Policy Charter of Students’ Rights and Responsibilities
Related Procedures	Student mental Health and Wellbeing Strategy Service to Persons with Disabilities Anti-Indigenous Racism & Other Forms of Discrimination Sexual Violence and Sexual Misconduct Student Code of Conduct Information and Privacy-Counselling, Health and Academic Records Tutoring- Academic Success Centre Student Accessibility Policy Charter of Students’ Rights and Responsibilities
Appendices	Appendix A – Mental Health Framework Appendix B – Mental Health Counselling Support Framework Appendix C – Community Resources
Storage Location	Website - https://www.confederationcollege.ca/policies-and-procedures
Effective Date	2025-01-09
Next Review Date	2026-01-09

Purpose

Confederation College prioritizes the mental health and well-being of its students to support their academic success and lifelong achievement. This commitment fosters a safe, inclusive, equity-based, and compassionate culture, supported by a comprehensive range of mental health and well-being services, including partnerships with regional, Indigenous, and culturally diverse organizations.

The purpose of this policy is to raise awareness and ease access to the diverse range of supports, services, programs, resources, and accessible spaces provided by Confederation College and its community partners.

Scope

This policy applies to all members of the Confederation College community, including executive and senior leaders, employees, and students. The mental health and well-being of students are shared responsibilities requiring collaboration among all stakeholders. This policy also extends expectations to external stakeholders and community partners in alignment with the College's values and principles.

This policy outlines the College's student-centered principles, approaches, and available resources to promote mental health and well-being.

Definitions

Accountable Spaces

Environments where students feel free from discrimination, harassment, or emotional harm and can freely express themselves.

Acute Distress

Overwhelming and extreme feelings that affect a student's functioning.

Assessment

Gathering relevant information about a student's concerns, history, strengths, and needs.

At Risk

Students with a higher probability of encountering academic, personal, or social difficulties.

Crisis

When a student's mental health deteriorates and requires urgent assistance.

Culturally appropriate services

Services that are designed and delivered in a way that respects and integrates the values, traditions, beliefs, and practices of diverse cultural groups. These services acknowledge historical and social contexts, address barriers to access, and ensure that individuals receive support that aligns with their cultural identity and needs.

Diversity

is the wide range of differences among individuals and groups that are both visible and invisible.

Equity

means where resources, responsibilities and opportunities are distributed fairly, addressing current and historically disadvantaged groups.

Help seeking

refers to proactive efforts to access support, including collaborative engagement with peers, staff, and external resources.

Inclusion

means where members of the college community are recognized, respected and welcomed and feel free to share their perspectives and participate in shaping the community.

Inclusive Spaces

Environments that are intentionally designed to be welcoming, accessible, and safe for all students, regardless of their background, identity, or abilities.

Mental health

is a state of positive well-being in which individuals can work towards achieving their potential, enjoy their lives and can cope with usual life stresses.

Mental illness and mental health concerns

means alterations in mood, thinking or behavior that cause distress and impact functioning.

Mental health literacy

is knowledge about mental health disorders and how to recognize, respond and prevent them.

Resiliency

is the ability to cope with life's challenges.

Screen

is a standard list of questions asked to determine if specific problems or conditions exist.

Stigma

is internalized shame or negative or discriminatory attitudes others hold about mental health.

Trauma-Informed Approach

refers to practices that recognize and respond to the impact of trauma, fostering safety, trust, and empowerment in all interactions.

Well-being

is a holistic state of mental, physical, spiritual and social health that enables students to thrive in their lives.

Governing Laws and Regulations

[Bill 166: Strengthening Accountability for Student Supports Act, 2024](#)

Policy Statements

1.0 Student Mental Health Programs and Supports

Confederation College is committed to providing a range of student-centered programs and services to address student mental health needs. These programs and supports include pro-active, upstream measures to raise awareness of mental health issues, encourage constructive help seeking, reduce stigma, and foster and build capacity around mental health flourishing and the social determinants of mental and emotional well-being. The College is also committed to responding to student health accessibility needs, mental illness and mental health through interventions, treatment and the facilitation of access to appropriate response services reflective of student mental health needs.

2.0 Student-Centered Approach

Mental health strategies are developed through active student and staff engagement and feedback.

3.0 Confidentiality

Students' privacy and confidentiality in accessing mental health and medical services is upheld in all instances unless otherwise legislatively indicated. Informed consent will be sought for any disclosure of private information, with the exception of cases required by legislation (e.g., duty to warn, child welfare concerns).

4.0 Culturally Responsive Services

Services are designed to meet the diverse cultural backgrounds and experiences of students, including culturally appropriate services for Indigenous students and other equity-seeking groups.

5.0 Holistic Approach

Student well-being is achieved through physical, emotional, social, and spiritual considerations.

6.0 Collaboration and Partnerships

The College works with internal teams and external community and regional organizations to address the factors affecting student well-being.

7.0 Prevention and Early Intervention

Efforts focus on early support-seeking, awareness, and reducing stigma to prevent the escalation of mental health concerns.

8.0 Knowledge-Informed Services

Services are evidence-based, informed by practice and lived experiences.

9.0 Culture of Care

Confederation College fosters a compassionate environment where all students feel valued and supported.

10.0 Accountability and Compliance

10.1 Accountability Framework

Recognizing the evolving nature of mental health needs, Confederation College is committed to reviewing this policy annually incorporating feedback from students and key stakeholders to address emerging priorities. To ensure accountability, an annual report on the policy's implementation and effectiveness will be submitted to the Board, provided to the Ministry, and published on the public website by January 31 each year, beginning in 2025. The report will include both qualitative and quantitative data.

10.2 Compliance

The VP Indigenous Leadership, Partnerships and Strategies will ensure that this policy is applied and that actions comply with applicable legislation.

11.0 Roles and Responsibilities

11.1 Senior Team

Foster a culture that prioritizes student mental health and well-being at an institutional level.

Champion mental health and well-being by allocating and approving appropriate funding for services, training and resources.

Establish and regularly review measurable KPIs related to student mental health outcomes, service utilization, and student satisfaction.

11.2 Students

Engage in mental health and well-being activities and seek help as needed.

Engage in creating and maintaining a culture of respect, inclusivity and caring.

11.3 Employees

Create and deliver welcoming, healthy, safe and inclusive spaces and services.

Participate in mental health training.

Promote and refer students to appropriate college and community supports.

Create physical environments and virtual spaces that are welcoming, healthy, safe, caring and inclusive.

Engage students in decision making about mental health and well-being programs and policies at the college.

Facilitate collaborations with external organizations to address the social, economic, environmental, cultural and spiritual factors that impact student mental health and well-being.

Support the development of pedagogical practices and curriculum that promote student mental health and well-being.

Establish consistent, equitable policies and procedures across the college that assist students with mental health difficulties.

11.4 Faculty

Create learning environments where conversations about mental health are encouraged and stigma is acknowledged and addressed.

Promote mental health and well-being supports and resources to students.

Refer students to appropriate college and community supports, as needed.

Participate in mental health training.

11.5 Student Association, teams and clubs

Promote mental health awareness through events, campaigns and support programs.

Advocate for student mental health needs and collaborate with the college to improve services.

Support safe and inclusive spaces for students to share their experiences and seek support.

12.0 Continuum of Mental Health and Well-Being Services

Confederation College provides a range of services and interventions to optimize student well-being and respond to mental health/mental illness concerns. These are collaboratively developed and delivered within the college and with external partners. Services are delivered in accordance with relevant legislation.

12.1 Promotion and Prevention:

The target of mental health and well-being promotion and prevention activities is all students. The goals are to increase mental health awareness, literacy and resiliency skills and to reduce

stigma and potential harm. This includes mental health and well-being campaigns, student initiatives, and health and well-being workshops.

12.2 Early Intervention services

The target of early intervention across all services are for students who identify or are identified as needing support, information or resources, or are at risk. The goal of early intervention is to screen and assess student need, reduce stress, increase resiliency, and provide appropriate college or community resources. This includes all supports available through Student Services.

12.3 Specialized mental health services

The target of specialized mental health services are for students who identify or are identified as needing specialized, professional support including counselling, accessibility and health services. This includes short term therapy by counsellors and mental health assessments and support by primary care practitioners. Consultations are also provided for all employees through the Employee and Family Assistance Program.

12.4 Crisis Intervention and Post Crisis Care

Immediate response is available to assess, support and refer students in acute distress or crisis. Protocols and training exist for suicide intervention, self-harm, well-being checks and critical incidents. Employees can access Crisis Mental Health Worker as well. Collaborations with community-based crisis intervention teams ensure comprehensive support and seamless post-crisis follow-up care.

13.0 Data Collection and Service Evaluation

Quantitative and qualitative data are gathered to establish institutional baselines and identify the needs of students, emerging trends and gaps in services. Services are evaluated for optimization. Data will be analyzed to identify and address inequities in mental health service delivery for diverse student groups.

14.0 College Review and Reporting on Student Mental Health Programs, Services and Supports

14.1 In accordance with the privacy guidelines identified in this Policy and other statutory privacy obligations, the College shall collect data regarding student mental health through service use statistics and participation in health promotion/upstream well-being programming.

14.2 The College shall provide opportunity for voluntary student feedback and input on mental health services and mental health needs through student experience surveys and other quantitative and qualitative data collection tools. Qualitative measures, such as focus groups and student testimonials, will supplement data collection to provide nuanced insights into student needs and experiences.

14.3 The College shall report on an annual basis to the Confederation College Board of Governors and Ministry of Colleges and Universities the following regarding student mental health programs, services and supports:

Anonymized service usage data for the following services: Student Health Services, Student Counselling Services, and Accessible Learning Services.

14.4 An impact report identifying trends in student mental health needs and any relevant plans to address identified gaps in service needs or emerging trends.

15.0 Policy Revision

The policy will be reviewed and revised as part of the annual review process.

16.0 Responsibility

The Director, Student Success will review this policy every five years, or earlier as required. Policy review and amendments will include consultation with the College community, students, faculty and staff.

17.0 Privacy and Confidentiality

The College shall ensure the privacy and confidentiality of student accessing mental health services in accordance with the serve area “Confidentiality” Procedures. Information will be collected, stored and disclosed in compliance with FIPPA and PHIPA as required and with appropriate safeguards. With respect to reporting, all information collected will only be disclosed in aggregate format to fulfill the requirements to report to the Board on an annual basis.

18.0 Annual Reports

Student Success on behalf of the College will provide an annual report to the College’s Board of Governors, as required by Section 19 of the Ministry of Training, Colleges and Universities Act (MTCU Act) that includes the implementation and effectiveness of its student mental health policy in the preceding year. The annual report will include service usage, outreach and engagement data. The report will be publicly posted online by January 31 of each year beginning January 2026.

Non-Compliance

Failure to adhere to this policy may result in corrective actions, through existing institutional procedures, to ensure alignment with Confederation College’s commitment to student mental health and well-being.

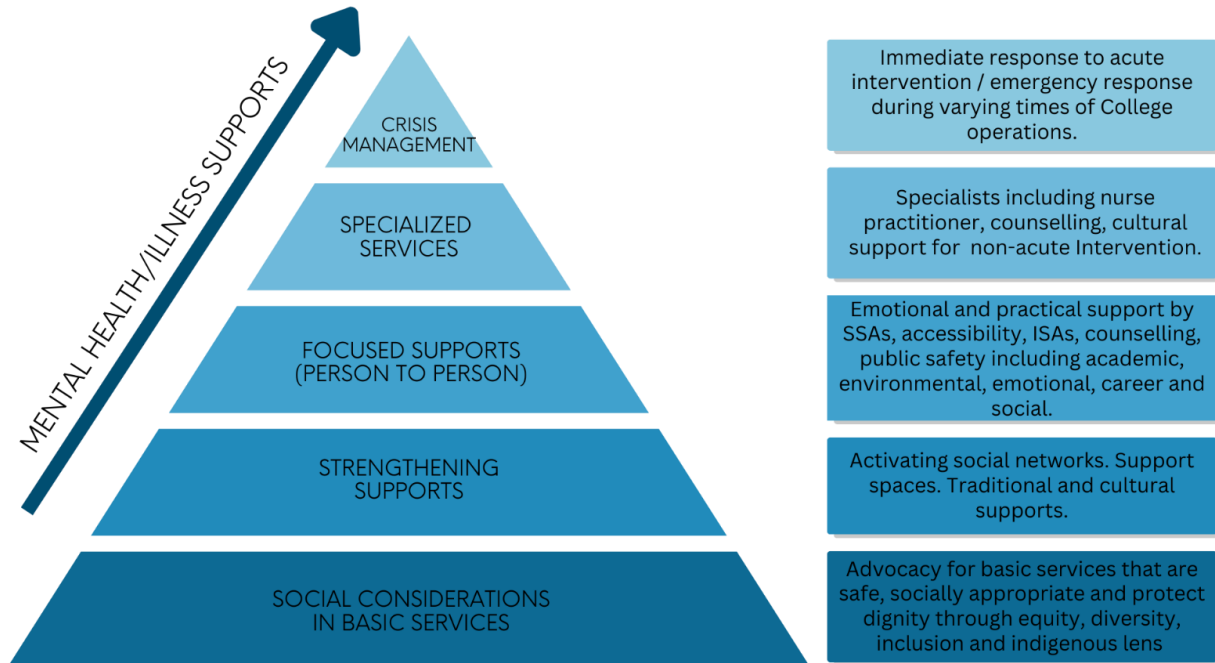
Revision History

Version	Change	Author	Date of Change
Original		Director, Student Success	2025-01-22

Appendix A

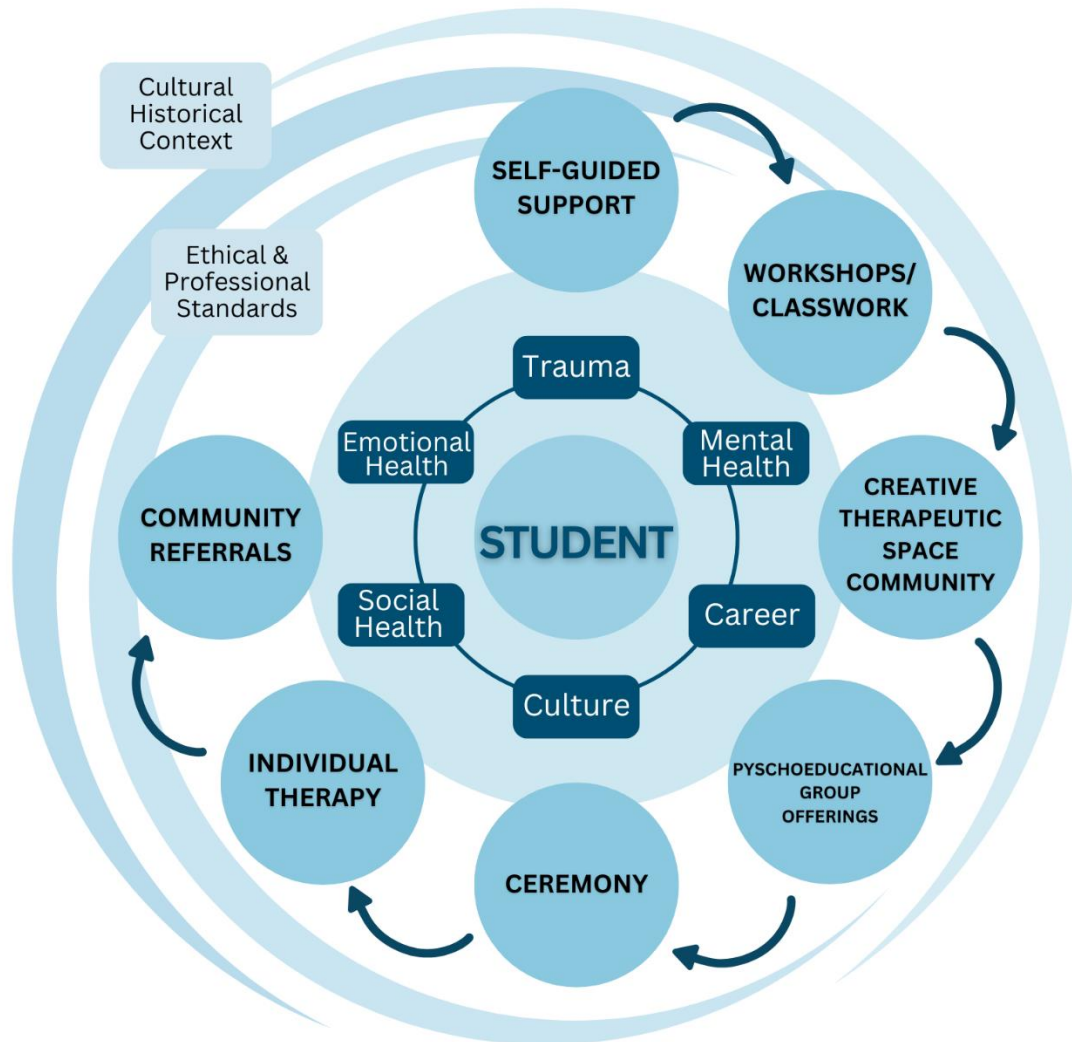
Mental Health Framework

Mental Health Framework



Appendix B

Mental Health Counselling Support Framework



Appendix C

<u>Community Resources</u>	
CONNEX https://www.connexontario.ca/en-ca/	For all Students Centre for Innovation Campus Mental Health https://campusmentalhealth.ca/resources/
My Learning Portal	Thunder Bay Alpha Court Non Profit Housing http://www.alphacourt.ca/ https://www.connexontario.ca/organization?o=1723
Brain Injury Services of Northern Ontario https://bisno.org/ https://www.connexontario.ca/organization?o=7239	Crossroads Centre Inc. https://crossroadscentre.ca/ https://www.connexontario.ca/organization?o=1591
Children's Centre Thunder Bay http://www.childrenscentre.ca/en https://www.connexontario.ca/organization?o=1592	CMHA Thunder Bay Branch https://thunderbay.cmha.ca/ https://www.connexontario.ca/organization?o=1762
Confederation College https://www.confederationcollege.ca/counselling-services/personal-counselling https://www.connexontario.ca/organization?o=9047	Lakehead University https://www.lakeheadu.ca/students/wellness-recreation/student-health-and-wellness/counselling-services https://www.connexontario.ca/organization?o=9022
NAN Hope Nishnawbe Aski Mental Health and Addictions Supports Access Program https://nanhope.ca/ https://www.connexontario.ca/organization?o=30290	Oshki-pimache-O-win: The Wenjack Institute https://www.oshki.ca/ https://www.connexontario.ca/organization?o=30259
PACE Inc. (People Advocating for Change Through Empowerment) https://pace-tbay.net/ https://www.connexontario.ca/organization?o=1812	Sexual Abuse Centre http://www.tbsasa.org/ https://www.connexontario.ca/organization?o=1860
St Joseph's Care Group https://www.sjcg.net/ https://www.connexontario.ca/organization?o=725	Thunder Bay Counselling Centre https://www.tbaycounselling.com/ https://www.connexontario.ca/organization?o=1580
Thunder Bay Regional Health Sciences Centre https://tbrhsc.net/ https://www.connexontario.ca/organization?o=1737	United Way of Thunder Bay https://uwaytbay.ca/ https://www.connexontario.ca/organization?o=30155
Ka-Na-Chi-Hih Long Term Residential Treatment Program-Specialized Solvent Abuse Treatment Centre https://www.kanachihih.ca/	Ka-Na-Chi-Hih Long Term Residential Treatment Program-Specialized Solvent Abuse Treatment Centre https://www.connexontario.ca/Program-Details?ProgramId=34265
Dilico https://www.dilico.com/article/mental-health-and-addictions-5.asp	Opioid Agonist Program- Canadian Addiction Treatment Centres (CATC) https://www.oatc.ca/

<u>Community Resources</u>	
<p>Dilico https://www.connexontario.ca/Program-Details?ProgramId=1261 https://www.connexontario.ca/Program-Details?ProgramId=1223 https://www.connexontario.ca/Program-Details?ProgramId=34581 https://www.connexontario.ca/Program-Details?ProgramId=34582 https://www.connexontario.ca/Program-Details?ProgramId=35211 https://www.connexontario.ca/Program-Details?ProgramId=35210 https://www.connexontario.ca/Program-Details?ProgramId=30247</p>	<p>Opioid Agonist Program- Canadian Addiction Treatment Centres (CATC) https://www.oatc.ca/clinic-locations/thunder-bay-south-clinic/ https://www.oatc.ca/clinic-locations/thunder-bay-north-clinic/ https://www.connexontario.ca/Program-Details?ProgramId=30573 https://www.connexontario.ca/Program-Details?ProgramId=30572 https://www.connexontario.ca/Program-Details?ProgramId=30571 https://www.connexontario.ca/Program-Details?ProgramId=30570</p>
<p>Crisis Response Service- CMHA https://thunderbay.cmha.ca/programs-services/crisis-response-services/ https://www.connexontario.ca/Program-Details?ProgramId=20104 https://www.connexontario.ca/Program-Details?ProgramId=36183 https://www.connexontario.ca/Program-Details?ProgramId=34691 https://www.connexontario.ca/Program-Details?ProgramId=34692 https://www.connexontario.ca/Program-Details?ProgramId=34694 https://www.connexontario.ca/Program-Details?ProgramId=34693 https://www.connexontario.ca/Program-Details?ProgramId=4522 https://www.connexontario.ca/Program-Details?ProgramId=4498</p>	<p>Thunder Bay Indigenous Friendship Centre https://tbifc.ca/ https://www.connexontario.ca/Program-Details?ProgramId=34306 https://www.connexontario.ca/Program-Details?ProgramId=34305</p>
DRYDEN	
<p>Dryden Regional Health Centre https://www.drhc.on.ca/programs-services/mental-health-and-addictions/ https://www.connexontario.ca/organization?o=1584 https://www.connexontario.ca/Program-Details?ProgramId=35275 https://www.connexontario.ca/Program-Details?ProgramId=34563 https://www.connexontario.ca/Program-Details?ProgramId=34564</p>	<p>Opioid Agonist Program- Canadian Addiction Treatment Centres https://www.oatc.ca/clinic-locations/dryden-clinic/ https://www.connexontario.ca/Program-Details?ProgramId=30540 https://www.connexontario.ca/Program-Details?ProgramId=34573</p>

<u>Community Resources</u>	
Dryden Regional Health Centre https://www.connexontario.ca/Program-Details?ProgramId=34568	
Teen Challenge https://teenchallenge.tc/locations/dryden-on/	Dryden Friendship Centre https://ofifc.org/friendship-centre/dryden-native-friendship-centre/
Paawidigong First Nations Forum https://www.pfnf.ca/	Eagle Lake First Nation Health Centre https://www.northwesthealthline.ca/display/service.aspx?id=152464
Kenora	
CMHA Kenora Branch https://www.cmhak.on.ca/ https://www.connexontario.ca/organization?o=1690 https://www.connexontario.ca/Program-Details?ProgramId=18747 https://www.connexontario.ca/Program-Details?ProgramId=33361 https://www.connexontario.ca/Program-Details?ProgramId=33362 https://www.connexontario.ca/Program-Details?ProgramId=33653	Opioid Agonist Program- Canadian Addiction Treatment Centres (CATC) https://www.oatc.ca/clinic-locations/kenora-clinic/ https://www.connexontario.ca/Program-Details?ProgramId=30559
Kenora's Chief Advisory https://www.kenorachiefs.org/ https://www.connexontario.ca/organization?o=1612 https://www.connexontario.ca/Program-Details?ProgramId=1555 https://www.connexontario.ca/Program-Details?ProgramId=5499 https://www.connexontario.ca/Program-Details?ProgramId=5371 https://www.connexontario.ca/Program-Details?ProgramId=19931 https://www.connexontario.ca/Program-Details?ProgramId=19775	Kenora Association for Community Living https://www.kacl.ca/index.php/ojb/ https://www.connexontario.ca/organization?o=1842
Kenora Sexual Assault Centre https://kenoralsexualassaultcentre.ca/ https://www.connexontario.ca/organization?o=1843	Lake of the Woods District Hospital http://www.lwdh.on.ca/index.php/programs-and-services/mental-health-and-addictions-programs.html https://www.connexontario.ca/organization?o=1579
Migisi Alcohol and Drug Treatment Centre https://www.northwesthealthline.ca/display/service.aspx?id=140528 https://www.connexontario.ca/organization?o=1425	Waasegiizhig Nanaandawe'iyewigamig https://www.wnhac.org/ https://www.connexontario.ca/organization?o=4839

<u>Community Resources</u>	
<p>Changes Recovery Home https://www.changesrecovery.ca/</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=31938</p>	
Fort Frances	
<p>CMHA Fort Frances Branch https://fortfrances.cmha.ca/</p> <p>https://www.connexontario.ca/organization?o=1903</p>	<p>Fort Frances Family Health Teams https://www.ffht.ca/welcome-fort-frances-family-health-team</p> <p>https://www.connexontario.ca/organization?o=8514</p>
<p>Fort Frances Tribal Health Services Inc. https://www.fftahs.com/</p> <p>https://www.connexontario.ca/organization?o=4519</p>	<p>Gizhewaadiziwin Health Access Centre https://www.gizhac.com/</p> <p>https://www.connexontario.ca/organization?o=4979</p>
<p>Riverside Health Care Facilities Inc. https://www.riversidehealthcare.ca/</p> <p>https://www.connexontario.ca/organization?o=1597</p>	<p>Wheechi-it-te-win Family Services Inc. https://www.weechi.ca/</p> <p>https://www.connexontario.ca/organization?o=1595</p>
<p>Canadian Mental Health Association (CMHA)- District Peer Support Program https://fortfrances.cmha.ca/</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=33357</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=33356</p>	<p>Canadian Addiction Treatment Centres https://www.oatc.ca/clinic-locations/fort-frances-clinic/</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=30541</p>
<p>United Native Friendship Centres https://www.unfc.org/</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=32815</p>	
Nipigon	
<p>People Advocating for Change Through Empowerment (P.A.C.E.) Inc.</p> <p>https://www.facebook.com/people/PACE-Nipigon/100057364393109/</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34583</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34583</p>	<p>Dilico Anishinabek Family Care https://www.dilico.com/ https://www.northwesthealthline.ca/display/service.aspx?id=140081</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34634</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34636</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34638</p> <p>https://www.connexontario.ca/Program-Details?ProgramId=34637</p>

<u>Community Resources</u>	
	Dilico Anishinabek Family Care https://www.connexontario.ca/Program-Details?ProgramId=34639 https://www.connexontario.ca/Program-Details?ProgramId=34635 https://www.connexontario.ca/Program-Details?ProgramId=34633 https://www.connexontario.ca/Program-Details?ProgramId=34632
North of Superior Community Mental Health Program https://www.nosp.on.ca/locations/ https://www.northwesthealthline.ca/display/service.aspx?id=140076 https://www.connexontario.ca/Program-Details?ProgramId=34904 https://www.connexontario.ca/Program-Details?ProgramId=35010 https://www.connexontario.ca/Program-Details?ProgramId=35040 https://www.connexontario.ca/Program-Details?ProgramId=34909 https://www.connexontario.ca/Program-Details?ProgramId=33821 https://www.connexontario.ca/Program-Details?ProgramId=35028 https://www.connexontario.ca/Program-Details?ProgramId=33820 https://www.connexontario.ca/Program-Details?ProgramId=33824 https://www.connexontario.ca/Program-Details?ProgramId=33822 https://www.connexontario.ca/Program-Details?ProgramId=33836 https://www.connexontario.ca/Program-Details?ProgramId=33823 https://www.connexontario.ca/Program-Details?ProgramId=35048	North of Superior Community Mental Health Program https://www.connexontario.ca/Program-Details?ProgramId=34984 https://www.connexontario.ca/Program-Details?ProgramId=33819 https://www.connexontario.ca/Program-Details?ProgramId=35020
<u>Marathon</u>	
North of Superior Community Mental Health Program Corporation https://www.nosp.on.ca/ https://www.northwesthealthline.ca/display/service.aspx?id=142106	People Advocating for Change Through Empowerment (P.A.C.E.) Inc. https://www.northwesthealthline.ca/display/service.aspx?id=140069
Biigtigong Mno-zhi-yaagamin Health Centre https://www.northwesthealthline.ca/display/service.aspx?id=147663	Biidaaban Healing Lodge - Biigtigong Nishnaabeg http://www.biidaaban.com/

Community Resources

**Northeast Mental Wellness and Crisis Team -
Biigtigong Nishnaabeg**
<https://www.picriver.com/community/health-services/>

**OATC Pic Moberg Clinic - Netmizaaggamig
Nishnaabeg**
<https://www.oatc.ca/clinic-locations/pic-moberg-clinic/>

<https://northwestaccesspoint.ca/>
<https://northwestaccesspoint.ca/>