

**FACULTY OF COMMUNITY
SERVICES SOCIETY**

MENTAL HEALTH POLICY

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Mental Health Policy

1.0 | Principals, Values, & Importance | P 2

- 1.1 | Principles
- 1.2 | Values
- 1.3 | Importance

2.0 | Goals of Achieving Balance | P 3-4

- 2.1 | Goals
- 2.2 | Mental Health Check-Ins
- 2.3 | Mental Health Society Sessions
- 2.4 | Mental Health Training
- 2.5 | Mental Health Days
- 2.6 | Research of Spaces on Campus

3.0 | Work Weeks Versus Weekends | P 4

- 3.1 | Weekdays
- 3.2 | Importance of Weekends

4.0 | Holiday Breaks | P 4

- 4.1 | Organizing Time
- 4.2 | Self Care

5.0 | Initiative Goals Faculty Wide | P 5

- 5.1 | Recognizing international/national mental health days

6.0 | Alleviate Individual Programs Stress Action Plan | P 5

- 6.1 | Wellness events that will help each program individually.
- 6.2 | Wellness initiatives that will help each program individually

7.0 Wellness and Culture Committee | P 6-7

- 7.1 | Goals
- 7.2 | Strategies
- 7.3 | Events + Initiatives

Preamble

The Faculty of Community Services Society (FCSS) as a student society on campus is strongly committed to the overall well being, mental health, and self care of its membership. The FCSS is strongly committed to the mental health and self care of our board members no matter if they are the Board of Directors, Ex-Official Board, or Executive Board. This Policy will guide how this student society works to improve the mental health collegiality of our work environment. The ED Culture and Wellness will be responsible to uphold all of this policy with their Culture and Wellness committee in doing their job.

1.0 | Principals, Values, & Importance

1.1 | Principles

The Faculty of Community Services Society (FCSS) will focus on creating a well balanced work environment for all student leaders that encourages appropriate disconnection from working on student engagement initiatives over weekends, or holidays if need be. In addition to this by creating opportunities for our student leaders to work on their self-care, and compassion fatigue.

1.2 | Values

The Faculty of Community Services Society (FCSS) values wellness, well-being, plus appropriate use of mental health days, breaks, and disconnections.

- Stepping Back
- Talking about it
- Self Care
- Inclusion
- Collegiality
- Wellbeing

1.3 | Importance

The Faculty of Community Services Society recognizes the important impacts mental health has on our student leaders' energy, stress, compassion, plus intuitive work load levels. We as student leaders must actively make sure we are living balanced lifestyles with school, family, self-care, student society, work, placements, co-ops, and friends.

2.0 | Goals of Achieving Balance

2.1 | Goals

The Faculty of Community Services Society (FCSS) recognizes the important impacts mental health has on our community. The goals outlined in this portion is what the FCSS strives to provide.

- Community Wellness Days
- Wellness Events
- Mental Health Events
- Yearly Initiatives
- Self Care Workshops
- Recreational Activities
- Talking about it
- Taking Action
- Social Innovation

2.2 | Mental Health Check-Ins

The Faculty of Community Services Society-FCSS will make sure that all executive board members serving on the student society will be a part of bi-weekly mental health check-ins to see where each student leader is at. All board of directors will receive tri-weekly mental health check-ins.

2.3 | Mental Health Society Sessions

The Faculty of Community Services Society-FCSS will host board mental health sessions throughout the year two to three times a semester. These mental health sessions will include but not be limited to talking circles, a mental health arts/craft, smashing session, or any other strictly mental health activity.

2.4 | Mental Health Training

The Faculty of Community Services Society-FCSS will host mandatory board mental health training sessions focused on cultural sensitivity, safe talk, and strategies to overcome mental health obstacles as a board once or twice a year over the summer months.

2.5 | Mental Health Days

The Faculty of Community Services Society-FCSS will have two mental health days available for all board members in each semester, that is up to the board member to use throughout the semester when it comes to required meetings. When a board member decides to use one of

their mental health days, they must notify the ED Administration and Operations at least 48 hours before the board meeting.

2.6 | Research of Spaces on Campus

The Faculty of Community Services Society-FCSS will research stressful spots on campus for students in the Faculty of Community Services. The research provided will help recommend future improvements to further bring new infrastructure or public art installations in the spaces to relieve anxiety, and stress.

3.0 | Work Weeks Versus Weekends

3.1 | Weekdays

The Faculty of Community Services Society-FCSS will only post graphics/ or announcements during the work week (Monday to Friday) with the exception of opportunity deadlines. The Faculty of Community Services Society will be able to host events on the weekends. When events are hosted on the weekend, the information of the event must be known to the student body a month in advance. Look at the FCSS Communication Plan for further details. FCSS subcommittee meetings should be hosted during the Monday-Friday work week.

3.2 | Importance of Weekends

The Faculty of Community Services Society-FCSS board team will be encouraged not to work on weekends, to free up the time for personal mental health, and self care. FCSS subcommittee meetings should try to avoid hosting meetings on Saturday's and Sunday's.

4.0 | Holiday Breaks

4.1 | Organizing Time

The Faculty of Community Services Society-FCSS board team will be encouraged to organize their time over the holiday break wisely. Allowing time to take a mental break detox over the few weeks off. While also allowing time to work in January and February initiatives for the student society.

4.2 | Self Care

The Faculty of Community Services Society-FCSS board team will be encouraged to balance their work, school, and board duties accordingly over the holiday break. Making sure self care comes first. Practicing a social hobby or activity is highly recommended for this part of the season. Something that makes you happy, please do it during this time.

5.0 | Initiative Goals Faculty Wide

5.1 | Recognizing international/national mental health days

The Faculty of Community Services Society-FCSS shall recognize, and take part in the international, and national days of mental health throughout the term. Either organizing a fundraising event for a cause, bringing local businesses, or hosting a mental health workshop for students to de-stress. Some examples of events or initiatives are as follows;

- Massage Therapists
- Barber Shop
- Therapy Dogs
- Therapy Cats
- Mental Health Month
- Cooking Workshop
- Arts Workshop

6.0 | Alleviate Individual Programs Stress Action Plan

6.1 | Wellness events that will help each program individually.

The Faculty of Community Services Society-FCSS shall alleviate program stresses by putting on some program specific events through key spots of the term ie; during exam season, during midterm season. These program events should only focus on helping students to cope with their mental health during these often stressful times. Some events to help out each program include;

- Art Workshop
- Therapy Dogs
- Therapy Cats
- Massage Therapist
- Dinner Buffet

6.2 | Wellness initiatives that will help each program individually

The Faculty of Community Services Society-FCSS shall advocate on behalf of students to alleviate individual programs' stresses and anxiety. The student society should do this by focusing on academic spaces through the wellness infrastructure policy, and the academic advocacy policy.

7.0 | Culture and Wellness Committee

7.1 | Goals

The Faculty of Community Services Society-FCSS Culture and Wellness Committee shall achieve the following goals throughout each term.

Increase Mental Well-being

- Promote Self-care
- Prioritize Mental Health Initiatives
- Prioritize Mental Health Events
- Coping Workshops
- Provide Safe Talk, Naloxone Training, Mental Health Services training, and other Key Educational Workshops to FCS students

7.2 | Strategies

The Faculty of Community Services Society-FCSS Culture and Wellness Committee shall achieve the goals by following these strategies.

- Host educational workshops over the summer months, and winter break.
- Host Coping Workshops throughout the semesters.
- Host Mental Health Events throughout the semesters.
- Host Mental Health Initiatives throughout the semesters.
- Promote Self-care through tabling, or other innovative solutions throughout the semesters.
- Promote increased awareness of mental well-being through tabling, and other means holistically in both semesters.

7.3 | Events + Initiatives

The Faculty of Community Services Society-FCSS Culture and Wellness Committee shall host these events and initiatives outlined below throughout each term.

Initiatives:

- Exam Wellness Bags.
- Research of stressful spaces
- Intramural Sports
- Recreational Activities
- Mental Health focused Educational Workshops
- Fundraiser Initiatives
- Public Art Mural/Sculpture Project with FCSS Arts Council
- Finding, and advocacy for more Prayer Spaces
- Education Campaign on Self-care + Mental Health

Events:

- Massage Therapist
- Barber Shop Haircuts/Hairstyles
- Acting Workshops
- Arts/crafts workshops
- Food workshops
- Yoga
- Zumba
- Dance Classes
- Therapy Dogs/Cats/Alpacas/Animals
- Table Events
- Mental Health Month
- Exam Buffet Breakfast/Dinner
- Late Night Study Night