



STUDENT WELL-BEING SUPPORT POLICY

Policy Area:	Board		
Policy Number:	SWPL_2206N_BG/DS		
Policy Sponsor:	Dean of Students		
Policy Contact:	Dean of Students		
Stakeholders:	Students, Employees, Board of Governors		
Authority:	<i>College and Institute Act</i>		
Approval Authority:	Board of Governors		
Approval Date:	June 22, 2022		
Effective Date:	July 1, 2022		
Replaces or New:	New		
Last reviewed:	June 2023	Scheduled review date:	June 2027

Procedures: *Procedures for Student Well-being Support*

1. Policy Statement

Okanagan College is committed to the success of all Students, including those with physical or mental health conditions. It is understood that from time to time, some students may demonstrate problematic behaviours related to a decline in their well-being and require enhanced support.

2. Purpose

The Student Well-being Support Policy (the "Policy") is a means to consider all available information when a Student's behaviour, communications, or activities are reported to be disturbing or distressing and there is concern for the well-being of the Student or those with whom the Student interacts.

This Policy may also come into play when the College is responding to a Complaint filed under the *Student Non-Academic Misconduct Policy*. In some such situations, mental health issues may be a factor in the Student's non-academic misconduct.

3. Scope and Application

3.1 This Policy applies to all Okanagan College Students.

3.2 The Policy does not replace any other College policies, including without limitation, the Student Non-Academic Misconduct Policy, the Sexual Violence and Misconduct Policy, the Academic

Integrity Policy or the Violent and Threatening Behaviour Policy. Any applicable College policy will be enforced in response to a Student's behaviour; however, the application of these policies may be modified, as determined appropriate by the College, where an underlying mental health disorder is at issue.

- 3.3 Any reference to a position in this Policy includes any person that may be appointed as a designate to that position.
- 3.4 This Policy applies to Students whose conduct is of concern and appears to be the outcome of health issues that the Student is experiencing. The Student's conduct may be a violation of the Student Non-Academic Misconduct Policy; however, the Student may or may not be aware of the impact of their behaviour on themselves or others. This Policy is applied with the goal of balancing support for the Student whose behaviours are of concern and ensuring an environment conducive to learning for other members of the Okanagan College Community.

4. Definitions

Case Management Group (CMG)	Means a subgroup of the team designated to assess and respond to violent incidents or threats and consists of the Dean of Students, the Manager, Security & Crisis Management, and one Campus Administrative Manager.
Cause for Concern Behaviours	Means Student behaviours, communications, or a pattern of activity which alert a member of the College Community to the possibility of an underlying mental health condition. These behaviours may include, without limitation: <ul style="list-style-type: none">a) Student is deliberately injuring themselves or others or damaging property;b) Student is in a condition such that it is reasonable to believe they are incapable of taking the necessary measures to ensure their own basic care or safety or to be mindful of the safety of others;c) Student is refusing or failing to appropriately manage their health condition[s];d) Student's conduct is disorderly, lewd, or indecent; ande) Student is demonstrating a consistent pattern of behaviours of concern that are disruptive to others or the educational process, even if not threatening.
Student	Means any person enrolled as a Student at Okanagan College.
Success Plan	Means a mutual agreement between the student of concern and the Case Management Group (CMG) that specifies institutional and external supports that the Student will access, behavioural expectations of the Student, and goals for academic outcomes and personal well-being.

5. Confidentiality

- 5.1 Personal information, whether oral or written, which is collected, received, or compiled from a report and through the course of a student well-being process will be treated as confidential by the College in accordance with privacy legislation.

- 5.2 All individuals involved in the Student Well-being Support Policy and Procedure must keep confidential all information received about the Student, except as expressly set out in this Policy, or as required by law.
- 5.3 Where reasonably necessary, the Dean of Students may disclose such information to the appropriate individuals in order to:
- a) Protect health and safety;
 - b) Ensure a full and fair consideration of the Student's well-being;
 - c) Implement corrective measures;
 - d) Obtain legal advice; or
 - e) Inform law enforcement of reasonably suspected criminal activity or serious risk of bodily harm to an individual in keeping with privacy legislation.

6. Policy Principles

- 6.1 When a Student demonstrates Cause for Concern Behaviours, the person[s] observing the behaviour will communicate their concerns to the Dean of Students, who will implement the *Procedures for Student Well-being Support*.

Principles of Enacting the Student Well-being Support Policy

- 6.2 Support Services are available to all Students who may be affected by a Student's Cause for Concern Behaviour, and to the Student exhibiting the Cause for Concern Behaviour.
- 6.3 The College will:
- a) encourage students to seek assistance or treatment for their own well-being and will assist with referrals and support as appropriate; and
 - b) fulfill their duty to accommodate students with mental health conditions, in accordance with the *Academic Accommodation for Students Policy*.
- 6.4 In all cases, a student well-being support process will be discussed with the student demonstrating Cause for Concern Behaviours.

7. Records Retention

All information and records pertaining to Case Management Group discussions and outcomes are kept in accordance with the Freedom of Information and Protection of Privacy Act. Records are maintained in the Student Services office separate from student academic files. If a Student is required to withdraw, this record will show on the Student's transcript.

8. Policy Review

The Policy will be reviewed annually to inform updates to this Policy as required.

9. Related Acts and Regulations

Accessible British Columbia Act
Freedom of Information and Protection of Privacy

10. Supporting References, Policies

Academic Accommodation for Students Policy
Involuntary Withdrawal and Re-admission Policy
Privacy Policy
Sexual Violence and Misconduct Policy
Student Non-Academic Misconduct Policy
Violent and Threatening Behaviour Policy

11. History / Revisions

<i>Date</i>	<i>Action</i>
2023-08-15	<i>Non-substantive update: job titles of Leadership Council and administrators.</i>
2022-06-22	<i>Approval by Board of Governors: Student Well-being Support Policy</i>