

Health & Wellness Policy for Manav Rachna University (MRU) Faculty & Staff

1. Introduction

Manav Rachna University (MRU) is committed to promoting the health and well-being of its faculty and Staff members. The policy aims to provide comprehensive healthcare support, preventive wellness programs, and access to quality medical services to ensure a healthy and productive academic environment.

2. Objectives

- To ensure access to quality healthcare services for all faculty & staff members.
- To promote preventive healthcare and wellness initiatives.
- To provide mental health and emotional well-being support.
- To facilitate a work environment that prioritizes health and safety.

3. Scope : This policy applies to all full-time and contractual faculty members of MRU.

4. The Key Components have been listed as under:

4.1	Healthcare Benefits	<ul style="list-style-type: none"> • Collaborations with esteemed hospitals and clinics offering exclusive discounts on medical services for faculty and staff. • Routine health screenings, vaccination drives, and periodic check-up camps to promote early detection, preventive care and overall well-being. • Access to physiotherapy and dental hospital facilities on campus at discounted rates for faculty and staff.
4.2	Preventive Healthcare & Wellness Programs	<ul style="list-style-type: none"> • Fitness and wellness programs such as yoga, meditation, and stress management workshops. • Nutritional counseling and health awareness seminars with the support of the Nutrition and Dietetics Deptt which functions under the Manav Rachna Educational Institutions. • Ergonomic workplace assessments to prevent occupational health issues. <p>The School of Culinary and Hotel Management under the Manav Rachna Educational Institutions supports the endeavour of the University in delivering nutritious food not only during events also at regular intervals by promoting such food and snacks having high nutritional value in the form of fibre and required protein content</p>



4.3	<p>Mental Health & Counselling Services</p> <p>Manovriti Centre for Counselling & Wellness (MCCW) is a dedicated counselling and wellness centre committed to promoting mental well-being within the university community. Guided by its vision to pioneer mental health, the center's mission is to create a safe, non-judgmental space for individuals, promote self-care and community care, raise awareness about mental health issues, and provide holistic psychological support by integrating the mind and body.</p> <p>The centre provides individual and group counselling for students, faculty, staff, and other clients. Its services encompass psychological assessments, hypnotherapy sessions, and bio-well diagnoses based on client needs. Additionally, the centre organizes mental health camps, outreach programs, and training sessions for students while offering confidential consultation services to faculty and their families. With a focus on supervision and collaboration, Manovriti works closely with various schools & departments of the University to enhance student well-being.</p> <p>Specific Services offered by MCCW include:</p> <ul style="list-style-type: none"> • Individual student and group Counseling • Psychological Testing (IQ, Personality, SLD, ADHD, Depression/anxiety, Autism, Conduct disorders, Phobias, OCD, Neurocognitive Disorders, Eating Disorders, Body Image and others) • Career exploration and counseling • Certified Hypnotherapy Sessions • Consultation services for family members and faculty about particular students, within the boundary of confidentiality. • Training for competent students and para-professionals under proper supervision • Staff members can also avail all such available services as listed above <p>The works on all working days thru Monday to Saturday from 9.00 am – 3.30 pm IST</p>	<ul style="list-style-type: none"> • Access to professional counselling services for mental health and well-being. • Confidential employee assistance programs (EAP) for stress, anxiety, and work-life balance issues. • Encouraging open dialogue on mental health concerns through awareness campaigns.
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4.4	<p>Workplace Safety & Emergency Preparedness</p>	<ul style="list-style-type: none"> • First aid and emergency response training for faculty members. • Availability of on-campus medical facilities and tie-ups with nearby hospitals for emergencies. • Policies for sick leave, maternity/paternity leave, and flexible work arrangements to support health-related needs.

5. Implementation & Monitoring

- The Human Resources (HR) department oversees the implementation of the health policy.
- A dedicated Health & Wellness Committee is established to review and update the policy periodically.
- Feedback from faculty members is encouraged to enhance and improve healthcare services.

