



## QUEENS MEDICAL COLLEGE

A Project of ILI Education & Health Solutions (Pvt) Limited  
11-Km Main Ferozepur Road, Kasur Contact: 0307-1060830  
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**Ihsan Mumtaz Teaching Hospital**  
71-E Johar Town, Molana Shoukat Ali  
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**Bhatti International Teaching Hospital**  
BIT Hospital, 2-Km Raiwind Road, Kasur  
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Dated: 03-06-2025

# Policy For Well-Being of Students and Faculty

## Standard

"Have adequate mechanisms in place to ensure the well-being of students and faculty"

Ensuring the well-being of both students and faculty is a fundamental component of a quality educational environment. At our institution, we recognize that physical, emotional, psychological, and professional well-being directly impact academic performance, teaching quality, and overall institutional effectiveness. To address this, we have implemented a multifaceted approach, supported by policies, structures, and ongoing evaluation mechanisms.

### 1. Policy Framework

We have established institutional policies focused on:

- Mental Health and Wellness
- Anti-Harassment and Safe Campus Policy
- Work-Life Balance
- Grievance Redressal for Students and Faculty These policies are communicated clearly through student handbooks, faculty orientation programs, and the institutional website.

### 2. Support Structures and Committees

We have constituted dedicated bodies to promote well-being:

- Student Support and Counseling Unit: Offers confidential psychological counseling, stress management sessions, and crisis intervention.
- Faculty Welfare Committee: Focuses on professional development, mental health, workload management, and support during life events such as illness or bereavement.
- Anti-Harassment Committee: Provides a safe and respectful environment, ensuring swift resolution of grievances.

### 3. Physical and Social Environment

- Provision of common rooms, rest areas, and quiet zones.
- Regular co-curricular activities, sports weeks, and well-being events to promote social connectedness.
- Health services on campus for both students and faculty.



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### **4. Academic Flexibility and Support**

- Mentorship programs: Each student is assigned a faculty mentor for guidance and personal support.
- Remedial support and academic advising for students with academic difficulties.
- Faculty can request adjustment to teaching schedules under special circumstances without penalty.

### **5. Monitoring and Feedback**

- Annual well-being surveys for students and faculty.
- Anonymous feedback mechanisms to identify Strong points and institutional gaps.
- Data-driven review of support services and outcomes.

### **6. Faculty Development and Workload Management**

- Regular faculty development workshops on wellness, time management, and burnout prevention.
- Balanced workload allocation through transparent timetabling and shared responsibilities.
- Encouragement of faculty involvement in decision-making to enhance moral and agency.

### **7. Crisis and Emergency Response**

- Have a clear protocol for emergencies, including psychological crises.
- Provide access to 24x7 emergency support lines.
- Train faculty and students in basic psychological first aid

### **8. Confidentiality and Non-Stigmatization**

- Guarantee strict confidentiality of anyone seeking support.
- Implement campaigns to destigmatize mental health and seeking help.
- Promote empathy and understanding at all institutional levels.



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## 9. Continuous Improvement

The effectiveness of these mechanisms is periodically evaluated through program evaluation tools and stakeholder input. Suggestions from students and faculty are actively incorporated to make the well-being framework responsive and inclusive.

| S. NO. | Name of Members           | Department       | Signatures |
|--------|---------------------------|------------------|------------|
| 1.     | Prof Dr. Gul-e-Raana      | HOD Biochemistry |            |
| 2.     | Prof. Dr. Hassan Jamil    | Biochemistry     |            |
| 3.     | Prof. Dr. Muhammad Yasoob | Anatomy          |            |
| 4.     | Prof. Dr. Hurriat Afzal   | Surgery          |            |
| 5.     | Dr. Anam Rehman           | Biochemistry     |            |
| 6.     | Dr. Waleed Arshad         | Pharmacology     |            |

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 Prof. Dr. Shireen Khawar  
**Principal**  
 Queens Medical College Lahore