	MANAGEMENT POLICY			
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TITLE:	POLICY TO PROMOTING MENTAL HEALTH FOR PHYSICIANS AND MEDICAL STUDENTS			

1. Goal

This policy aims to establish guidelines for Afya employees to promote mental health of physicians and medical students, a fundamental pillar of the company's cause, aimed at promoting the integral health of these audiences.

2. Definitions

Afya physicians and medical students: physicians and students who use Afya services.

Mental health: a state of psychological, social and emotional well-being, enabling people to exploit their potential, face life's challenges, work with high productivity and contribute to society.


Positive mental health: encompasses the promotion of psychological, social and emotional well-being, including resources such as resilience, self-knowledge, self-esteem, the ability to deal with emotions, the development of healthy habits, social connections and the search for meaning in life.

Mental illness: is defined as a mental disorder, characterized by psychological, behavioral and/or social symptoms that significantly affect the person's quality of life and functioning.

Occupational stress: is a state of mental, physical and emotional tension caused by work-related factors. The main factors of occupational stress include: excessive workload, tight deadlines, lack of autonomy, difficult relationships with colleagues or superiors, lack of recognition, financial problems and lack of support from the employing institution.

3. Related documents

- Sustainability Policy
- Messaging Guide

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- Practical Self-Care Guide
- Afya's cause/concern project playbook
- Life quality surveys of physicians and medical students
- Articles linked to the “Afya Quality and Lifestyle Indexes” of physicians and medical students

4. Monitoring indicators

- Number of respondents to the life quality survey of physicians compared to the target number of respondents to ensure the survey validity (25% of all shots).
- Number of respondents to the quality-of-life survey of medical students compared to the target number of respondents to ensure the survey validity (25% of total shots).
- Other indicators that are part of the action plans derived from the surveys, and quality indexes and lifestyle markers of physicians and medical students mentioned in this document.

5. Responsible Area


Sustainability Board

6. Scope

This policy applies to all areas and employees who interact directly with Afya physicians and/or medical students.

7. Responsibilities

- **Sustainability Board:** this is the guardian of the cause, promoting it as part of Afya's culture. It should ensure the expansion and compliance with this policy, coordinate the monitoring of “Afya Quality and Lifestyle Indexes” of physicians and medical students, and the action plans derived from their results. Review and update the policy periodically.

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- **Research Center:** carrying out the life quality survey of physicians, supporting the accomplishment of the life quality survey of medical students and calculating the “Afya Quality and Lifestyle Indexes” for both audiences.
- **Coordination of the Student Experience Center (NED):** carrying out the life quality survey of medical students and coordinating the development of protocols for mental illness in the units.
- **Management of corporate areas, Schools and Afya Medical Education units:** diffusion of the cause as a transversal responsibility of all employees and safeguarding that the relevant areas draw up action plans to address the results of the life quality survey and the “Quality and Lifestyle Index of Medical Students”.
- **Leadership:** diffusion of the Afya cause, as well as mental health to its employees, encouraging them to provide healthy, protective and mental-health-promoting environments for physicians and medical students who work or study at Afya.

8. Description

This policy is based on data from surveys and studies that demonstrate the high predominance of mental illness among health care providers and medical students.

In view of Afya's commitment to this issue, we have established general guidelines for action relating to:

- Culture of the cause of sound health, including the pillar of mental health;
- Promoting healthy environments and relationships;
- Promoting mental health;
- Monitoring the “Afya Quality and Lifestyle Indexes” of physicians and medical students; and
- Monitoring the mental illness of students and physicians.


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8.1 Culture of the cause

Afya is committed to promoting the sound health of physicians and medical students, aiming mental health as a core value, recognizing its importance for their well-being and professional and academic performance. With an approach that considers the individual, the community and the cause in society, Afya directs resources to actions that seek to provide emotional empowerment. We aim to consolidate links at different levels of this ecosystem by enabling initiatives and tools that generate identification, empathy and acceptance, by encouraging the development of data and evidence, as well as by supporting those who are already working on the issue.

Therefore, it is the duty of all areas involved with physicians and medical students at Afya to act as promoters and multipliers of the topic. The actions must be organized by the groups:

- Corporate Mental Health Commission:** made up of decision-makers from corporate areas of all business units, it is responsible for ensuring the continuity and visibility of the mental health cause. It should ensure that the topic is always present and integrated into the institution's activities. The committee updates and aligns the progress of the mental health project, implements guidelines consistently and effectively, and acts as a steering body. Its responsibilities include designing and implementing transversal strategies, promoting awareness of the topic and fostering an organizational culture that values the psychological well-being of Afya's physicians and medical students.
- Inclusion, Accessibility and Mental Health Committe:** the topic of mental health must be integrated into the Inclusion and Accessibility Commissions that already exist in each of Afya's Undergrad Schools. In this way, these committees will also be responsible for adapting the corporate guidelines to the specific needs of each location, assuring a personalized and effective approach.

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8.2 Promoting healthy environments and relationships


All employees must contribute to an environment that minimizes stress factors and generates well-being, adopting a protective attitude towards mental health in all their interactions with Afya's physicians and medical students.

- **Protective posture and healthy relationships**
 - encouraging a culture of mutual support, in which everyone feels safe to express their concerns and seek help without fear of stigmatization or negative repercussions.
 - promoting open communication and active listening, creating a welcoming and respectful environment where professionals and students feel comfortable expressing their concerns and receiving support.
- **Stress-free environments:** implementing practices and policies that reduce stress, such as flexible working hours, adequate rest areas and a welcoming and safe working and study environment.

8.3 Promoting mental health

Mental health is a fundamental part of better sound health, provided by the balance between work/study and other areas of life, which includes time for leisure, rest and activities that give pleasure and satisfaction. From this perspective, communication, awareness, infrastructure, activities and investment should be promoted to help raise awareness of the topics:

- **Physical well-being:** maintaining a healthy body through a balanced diet, regular physical activity, adequate sleep and disease prevention. We suggest organizing and disclosing spaces for socializing, sports, integrative practices and leisure and cultural activities, as alternatives for relieving stress and promoting health.
- **Social relationships:** quality of relationships and social support. Healthy connections contribute to a sense of belonging and support. It is possible to organize events and activities that improve healthy connections.

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- **Emotional health:** the ability to deal with stress, emotions and life challenges in a healthy way. It also includes promoting a positive mental state, self-esteem and resilience. Measures should be implemented to reduce academic and professional work overload, optimizing processes and ensuring study and work schedules that comply with legislation.

8.4 Monitoring mental health

To monitor mental health, the Research Center and the Student Experience Center (NED) are committed to periodically applying the “Life quality of physicians” and “Life quality of medical students” surveys. To get the answers, we will use both the Afya Medical Education student database and the digital solution user database, as well as the Afya undergraduate medical student database. Although these databases are linked to the company itself, they act as a proxy for the scenario found among physicians and medical students in general due to its capillarity and range throughout the country's medical ecosystem.

From these surveys, the “Quality and Lifestyle of Physicians Index” and the “Quality and Lifestyle of Medical Students Index” will be determined. Both are compound indexes, i.e. single metrics that represent complex information derived from various dimensions/indicators and which serve to measure progress and facilitate decision-making. For this calculation, a particular methodology was developed, which takes into account the psychometric evaluations obtained in three main dimensions:

- General Quality of Life: measured using the WHOQOL-Brief, adapted for the medical population. The WHOQOL-Brief consists of 26 items, divided into four domains:
 - Physical Domain: assesses physical health, functional abilities and physical well-being;
 - Psychological Domain: assesses mental health, mood, self-awareness, emotional control and sleep quality;

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- Social Domain: assesses social relationships, social support and the quality of social interactions; and
- Environmental Domain: assesses the physical and social environment, access to resources and personal safety.
- Occupational Stress: assessed using specific items for physicians.
- General Lifestyle Assessment: made up of a set of items that check habits and behaviors related to health and well-being, such as diet, physical activity, sleep and leisure.

The results of the surveys and the “Quality and Lifestyle Indexes”, both for physicians and medical students, will be monitored by the Sustainability team, which is also responsible for coordinating their dissemination to the areas that relate to physicians and medical students at Afya. These areas, in turn, must draw up an action plan to help improve the scenario presented, where applicable.


8.5 Monitoring mental illness

Schools and Afya Medical Education units must establish protocols to deal with the attention and care of people suffering from mental illness, prevent mental health problems and act in postvention in situations of mental health problems and suicide, providing adequate support and promoting healthy reintegration into the work/study environment.

For physicians using solutions for medical practice, information should be made available and campaigns carried out on issues related to mental illness, demystifying the subject and encouraging the search for help.

9. References

Nonexistent

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10. Appendix

Nonexistent

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