



## Well-Being Pledge for Legal Employers

Acknowledging that more can and should be done to improve the health and well-being of those in the legal community (including judges, lawyers, staff, and students as applicable to our organization) and recognizing that high levels of problematic substance use and mental health distress present a significant challenge for the legal community, we, \_\_\_\_\_, hereby pledge our support for this innovative campaign and will work to adopt and prioritize its nine-point framework for building a better future.

*Select "Yes" for pledge items you intend to support or work toward this year. There is no minimum number of pledged items required to receive recognition. Organizations are expected to focus on areas of importance to their lawyers and staff and pledged items will differ from year to year.*

- Yes 1. Provide enhanced and robust education to everyone in the organization (including judges, lawyers, staff, and students, as applicable to our organization) on topics related to well-being, mental health, and substance use disorders.
- Yes 2. Disrupt the status quo of drinking-based events:
  - a. Challenge the expectation that all events include alcohol; seek creative alternatives.
  - b. Ensure there are always appealing nonalcoholic alternatives when alcohol is served.
- Yes 3. Acknowledge the ways in which aggressive litigation tactics and incivility among lawyers negatively impact well-being and actively work to reduce incivility in the legal profession.
- Yes 4. Actively and consistently demonstrate that help-seeking and self-care are core cultural values, by regularly supporting programs to improve physical, mental, and emotional well-being.
- Yes 5. Highlight the adoption of this well-being framework to attract and retain the best individuals in the organization (including judges, lawyers, staff, and students as applicable)
- Yes 6. Provide confidential access to addiction and mental health experts and resources, including free, in-house self-assessment tools.
- Yes 7. Develop visible partnerships with outside resources committed to reducing substance use disorders and mental health distress in the legal community: healthcare insurers, lawyer assistance programs, EAPs, and/or experts in the field.
- Yes 8. Partner with the Lawyers and Judges Assistance Program and support our employees access to LJA Program's free and confidential assistance for well-being and behavioral health issues including: stress, grief, substance abuse or addiction issues, mental health concerns, burnout, compassion fatigue, secondary trauma, relationship issues, PTSD, and other wellness issues.
- Yes 9. Develop proactive policies and protocols to support assessment and treatment of substance use and mental health problems, including a defined back-to-work and/or school policy following treatment as applicable to our organization.

Your Name:	
How are you completing this form?	<input type="radio"/> On behalf of myself <input type="radio"/> On behalf of my employer
Email:	
Phone Number:	

Thank you for participating in the Well-Being Pledge. Please return this form to [ccreasey@msbar.org](mailto:ccreasey@msbar.org).