

Challenging the Status Quo:

A Campaign of Innovation to Improve the Substance Use and Mental Health Landscape in the Legal Community

To better support the vital role that judges and lawyers play in the proper functioning of society, the economy, and government, and to ensure the long-term health and well-being of those in the legal community (including judges, lawyers, staff, and students), our mission is to reduce the incidence of problematic substance use and mental health distress, challenge the stigma surrounding those issues, and improve the overall well-being of the legal community.



STEPPING TOWARDS WELL-BEING: A SEVEN-POINT FRAMEWORK TO REDUCE SUBSTANCE USE DISORDERS AND MENTAL HEALTH DISTRESS IN THE LEGAL COMMUNITY



The Pledge:

Recognizing that high levels of problematic substance use and mental health distress present a significant challenge for the legal community, and 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), we, _____, hereby pledge our support for this innovative campaign and will work to adopt and prioritize its seven-point framework for building a better future.



- 1. Provide enhanced and robust education to everyone in the organization (including judges, lawyers, staff, and students) on topics related to well-being, mental health, and substance use disorders.**



2. Disrupt the status quo of drinking-based events:

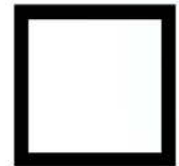
- **Challenge the expectation that all events include alcohol; seek creative alternatives.**
- **Ensure there are always appealing non-alcoholic alternatives when alcohol is served.**



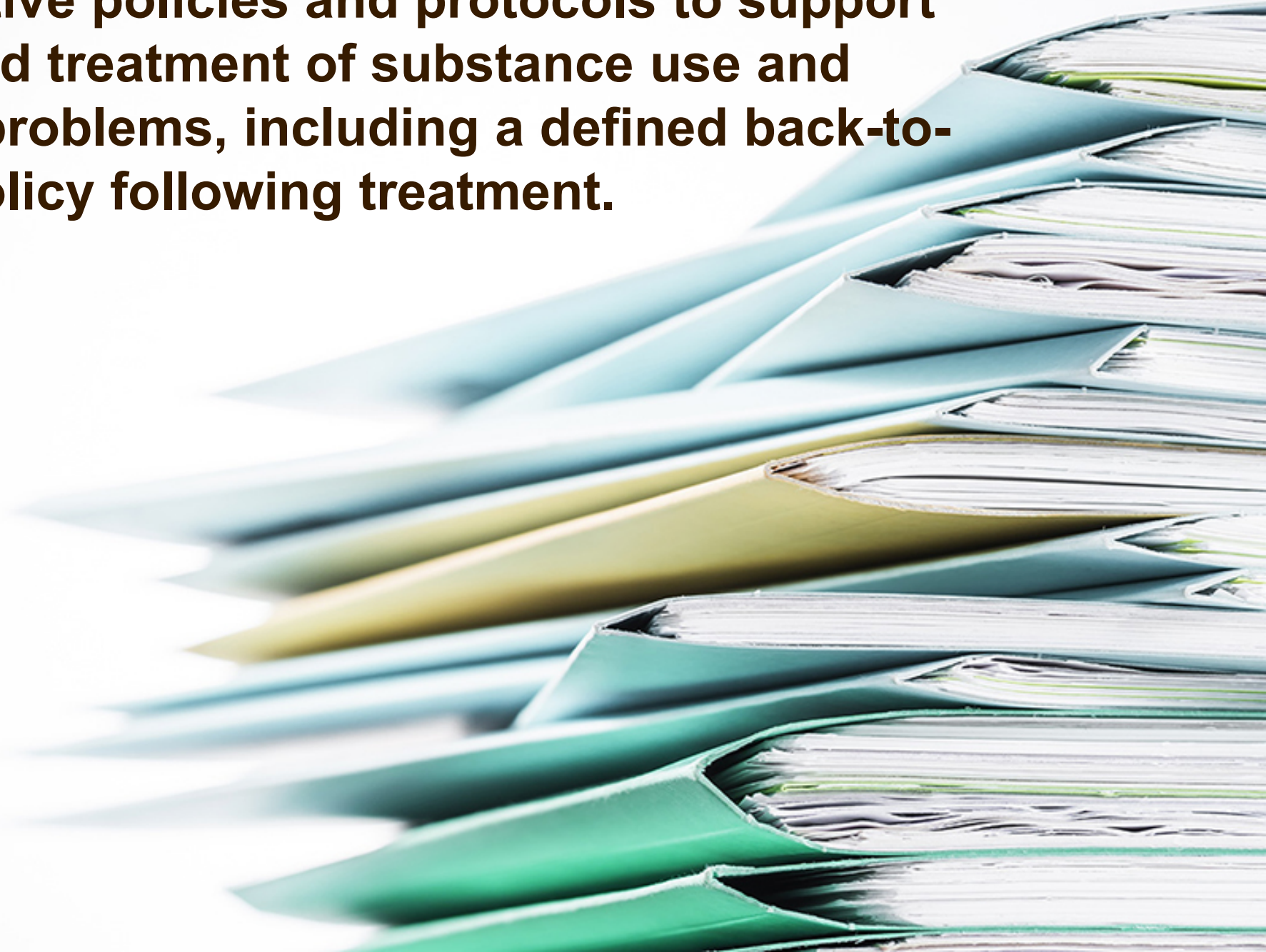
3. **Develop visible partnerships with outside resources committed to reducing substance use disorders and mental health distress in the legal community: healthcare insurers, lawyer assistance programs, EAPs, and experts in the field.**



- 4. Provide confidential access to addiction and mental health experts and resources, including free, in-house, self-assessment tools.**



- 5. Develop proactive policies and protocols to support assessment and treatment of substance use and mental health problems, including a defined back-to-work/school policy following treatment.**



6. **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.**



7. **Highlight the adoption of this well-being framework to attract and retain the best individuals in the organization (including judges, lawyers, staff, and students).**

