

Pledge Commitment Form

Recognizing that substance use and mental health problems represent a significant challenge for the legal profession, and acknowledging that more can and should be done to improve the health and well-being of lawyers, we the attorneys of _____ hereby pledge our support for this innovative campaign and will work to adopt and prioritize its seven-point framework for building a better future.

Our organization has taken the following steps to promote well-being over the past year:

- (1) We have provided enhanced and robust educational opportunities to our attorneys and staff on topics related to well-being, substance use disorders, and mental health distress. *Describe at least one program your organization put on during the past year:*

- (2) We have disrupted the status quo of drinking-based events: *Describe at least one way in which your organization has de-emphasized alcohol:*

- (3) We have developed visible partnerships with outside entities committed to reducing problematic substance use disorders and mental health distress in the profession. *Describe at least one way in which your organization has partnered with outside entities to promote well-being:*

- (4) We have provided confidential access to addiction and mental health experts and resources to all employees, including free, in-house self-assessment tools. *Describe the ways in which your organization has fulfilled this commitment (optional):*

- (5) We have a proactive written protocol and leave policy that covers the assessment and treatment of substance use and mental health problems, including a defined back-to-work policy following treatment. *Describe the ways in which your organization has fulfilled this commitment (optional):*

- (6) We have actively and consistently promoted and encouraged help-seeking and self-care as core values of our organizations. *Describe at least one way in which your organization has fulfilled this commitment:*

- (7) We have highlighted the adoption of this well-being framework to attract and retain the best lawyers and staff. *Describe at least one way in which your organization has fulfilled this commitment:*

Name: _____

Signature: _____

Title: _____

Date: _____