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:

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

______________________________________________________________________________
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(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:

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______________________________________________________________________________
______________________________________________________________________________

(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):

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______________________________________________________________________________
______________________________________________________________________________
(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):

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(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:

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(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:

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______________________________________________________________________________
______________________________________________________________________________

Name: __________________________
Signature: ______________________
Title: __________________________
Date: __________________________