The Well-Being Pledge for Legal Employers

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

2. **Reduce the expectation of alcohol** at events by seeking creative alternatives and ensuring that non-alcoholic alternatives are always available.

3. **Partner with outside providers** who are committed to reducing substance use disorders and mental health distress in the legal community.

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. Show that the **organization's core values** include taking care of yourself and getting help when needed by regularly and actively supporting programs to improve physical, mental, and emotional well-being.

7. **Use this pledge**, and the organization's commitment to these principles to attract and retain the best individuals in the organization (including judges, lawyers, staff, and students).

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