

LAWYER ASSISTANCE PROGRAM

THE NEW YORK CITY BAR ASSOCIATION

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**WHY ARE WE TALKING ABOUT
ALCOHOL, DRUG ABUSE AND
MENTAL HEALTH?**

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RAISE AWARENESS

- **IMPORTANT TO KNOW ABOUT THE HIGH INCIDENCE OF THESE PROBLEMS IN THE PROFESSION YOU HAVE CHOSEN**
- **ENCOURAGE YOU TO GET HELP IF YOU NEED TO**
- **THE LAWYER ASSISTANCE PROGRAM IS A RESOURCE JUST FOR YOU**

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TEAM EFFORT

- **GARY'S PERSONAL STORY OF RECOVERY**
- **MEREDITH'S DISCUSSION OF THE RULES AND IMPAIRMENT**
- **FORMER CHAIR'S OF THE LAWYER ASSISTANCE COMMITTEE**
- **EILEEN TRAVIS, DIRECTOR OF LAWYER ASSISTANCE**
- **WORK TOGETHER TO HELP LEGAL PROFESSIONALS**

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HOW DID WE GET HERE?

- **WE ARE 3 OUT OF THOUSANDS OF LAWYERS, JUDGES AND LAWYER ASSISTANCE PROGRAMS AVAILABLE TO HELP YOU.**
- **LAWYER ASSISTANCE COMMITTEES-1970'S**
- **LAWYER ASSISTANCE PROGRAMS-1980'S**
- **ABA COMMISSION ON LAWYER ASSISTANCE PROGRAMS-1980'S**

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ABA HAZELDEN BETTY FORD STUDY 2016

- **13,000 EMPLOYED ATTORNEYS**
- **EVERY AREA OF LAW**
- **FIRMS, SOLOS, IN-HOUSE, NON-PROFIT**
- **LEGAL EMPLOYERS, ASSOCIATES, PARTNERS, OWNERS**

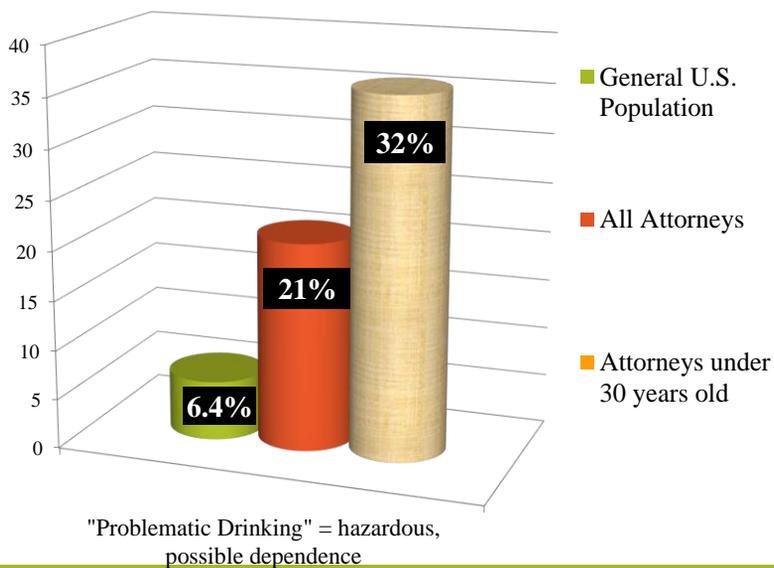
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LEGAL PROFESSION

- 21% SERIOUS/HAZARDESS DRINKING
- 28% SYMPTOMS OF DEPRESSION
- 19% SYMPTOMS OF ANXIETY
- 23% SYMPTOMS OF CHRONIC STRESS
- 11.5% SUICIDAL THOUGHTS DURING CAREER

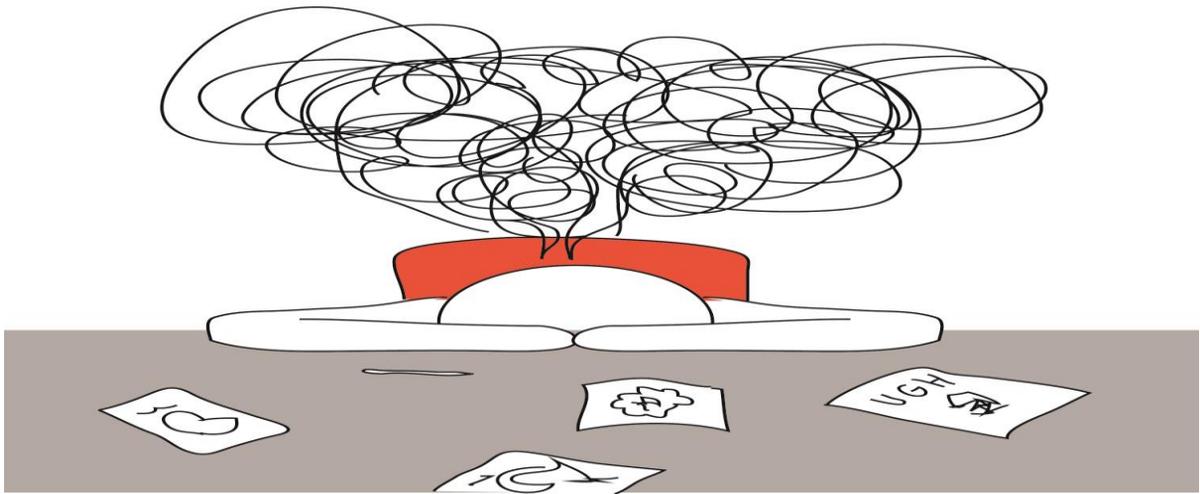
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ALCOHOL ABUSE



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CHRONIC STRESS-23%



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IMPACT

- **WORK**

PROCRASTINATION
 CONCENTRATION
 PRODUCTIVITY
 RELATIONSHIPS
 COMPETENCY

- **LIFE**

POOR SELF-CARE
 RELATIONSHIPS
 HEALTH
 PHYSICAL
 MENTAL

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WHY?

- **PERFECTIONISM**
- **COMPETITION**
- **ADVERSARIAL NATURE/INCIVILITY**
- **HIGH CASELOADS**
- **LONG HOURS**
- **DIFFICULT DEMANDING CLIENTS**
- **UNSUPPORTIVE WORK ENVIRONMENT**
- **LACK OF MENTORING**
- **ISOLATION**

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EMOTIONAL SIGNS AND SYMPTOMS

- **WORRY** **LACK OF MOTIVATION** **APATHY**
- **ANGER** **IRRITABILITY**
- **SADNESS** **DEPRESSED MOOD** **LONELY/ISOLATED**
- **SELF-MEDICATING WITH FOOD, ALCOHOL, DRUGS, GAMBLING, SHOPPING, SEX**

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PHYSICAL SIGNS AND SYMPTOMS

- CHANGES IN APPETITE
- SLEEP PROBLEMS
- HEADACHES
- FREQUENT COLDS, INFECTIONS
- BACK AND/OR NECK PAIN
- CHEST PAIN

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WHY ARE LAWYERS RELUCTANT TO SEEK HELP?

- LAWYERS ARE NOT SUPPOSED TO HAVE PROBLEMS!
- STIGMA
- CONCERNS ABOUT CONFIDENTIALITY
- NOT WANTING OTHERS TO FIND OUT
- PERCEPTION OF COMPETENCY
- EFFECTS ON CAREER

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LAWYER ASSISTANCE PROGRAM

- ***FREE, CONFIDENTIAL ASSISTANCE***
- **LAWYERS, JUDGES, LAW STUDENTS, BAR APPLICANTS, COURT AND FIRM STAFF AND FAMILY MEMBERS**
- **DEPRESSION, ALCOHOL AND DRUG ABUSE, STRESS, ANXIETY, GAMBLING, CAREER CONCERNS, RELATIONSHIP ISSUES, ANGER MANAGEMENT, GRIEF AND LOSS, CARE GIVING, FINANCIAL CONCERNS....**

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LAWYER ASSISTANCE PROGRAM

- **CONFIDENTIALITY IS PROTECTED UNDER SECTION 499 OF THE NYS JUDICIARY LAWS**
- **24/7 CONFIDENTIAL HELPLINE**
- **BAR MEMBERSHIP IS NOT REQUIRED TO ACCESS SERVICES**

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SERVICES

- **CONFIDENTIAL PHONE CALL OR EMAIL**
- **INVITATION TO COME IN AND TALK**
- **DISCUSS THE ISSUE(S) YOU ARE HAVING**
- **IDENTIFY SOLUTIONS**
- **PROVIDE SUPPORTIVE COUNSELING**
- **ASSIST WITH RESOURCES**
- **PEER SUPPORT**

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LAWYERS SPEAKING OUT

- **LISA SMITH-"Girl Walks Out of a Bar"**
- **BRIAN CUBAN-"The Addicted Lawyer"**
- **JOSEPH MILOWIC- LAW JOURNAL-DEPRESSION**
- **LAW 360-"Mental Health Stigma in Biglaw Shows Signs of Fading"**

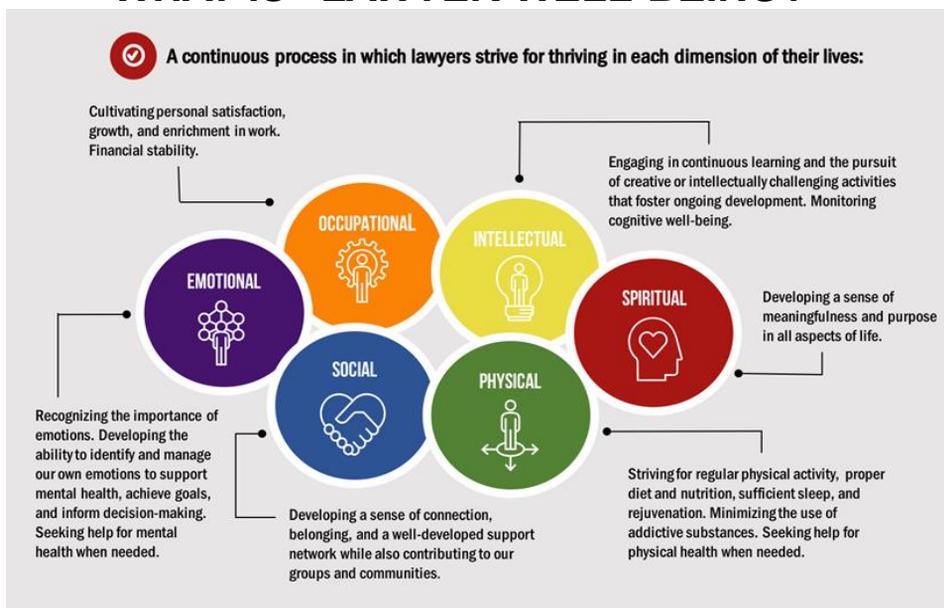
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ABA NATIONAL TASK FORCE ON LAWYER WELL-BEING

- 2017 “THE PATH TO LAWYER WELL-BEING: PRACTICAL RECOMMENDATIONS FOR POSITIVE CHANGE”
- WELL-BEING IS A TEAM EFFORT
- LAW SCHOOLS, COURTS, BAR ASSOCIATIONS, LEGAL EMPLOYERS, LAWYER ASSISTANCE PROGRAMS, PROFESSIONAL LIABILITY CARRIERS

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WHAT IS “LAWYER WELL-BEING?”



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LAWYER WELL-BEING

- **WHAT DOES WORK-LIFE BALANCE LOOK LIKE FOR YOU PERSONALLY?**
- **HAVE A SUPPORT SYSTEM**
- **GET HELP FOR YOURSELF OR SOMEONE YOU CARE ABOUT**

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GOOD NEWS!!

- **HIGH INCIDENCE-HIGH RATES OF RECOVERY**
- **PROBLEMS ARE TREATABLE**
- **YOU ARE NOT ALONE**

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