The Well-Being Pledge for Legal Employers

1. **Provide enhanced and robust education** to attorneys and staff on well-being, mental health, and substance use disorders.

2. **Reduce the expectation of alcohol** at firm 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 profession.

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 policy following treatment.

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

7. **Use this pledge**, and the firm's commitment to these principles, to attract and retain the best lawyers and staff.

American Bar Association Working Group to Advance Well-Being in the Legal Profession