



THE MISSISSIPPI BAR

Well-Being Pledge for Legal Employers *as Adopted by the Board of Commissioners*

Recognizing that high levels of problematic substance use and mental health distress present 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 Mississippi Bar, hereby pledge our support for this innovative campaign and will work to adopt and prioritize its seven-point framework for building a better future.

- 1) Provide enhanced and robust education to attorneys and staff on topics related to 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) Develop visible partnerships with outside resources 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 treatments.
- 6) Actively and consistently demonstrate that help-seeking and self-care are core cultural values, by regularly 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 lawyers and staff.