

**SheppardMullin**

## MCLE

### Competence Issues – Alcoholism and the Legal Profession

*Presented by Shannon Z. Petersen  
Partner, Sheppard Mullin Richter & Hampton LLP*

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- **Program Outline:**
  - **Part I – “My Story”**
    - My journey through alcoholism and sobriety
  - **Part II – The Problem**
    - The impact of alcoholism on the legal profession and its diagnosis and causes
  - **Part III – The Solution**
    - Preventative tools to address alcoholism, as well as methods to recognize and treat the disease

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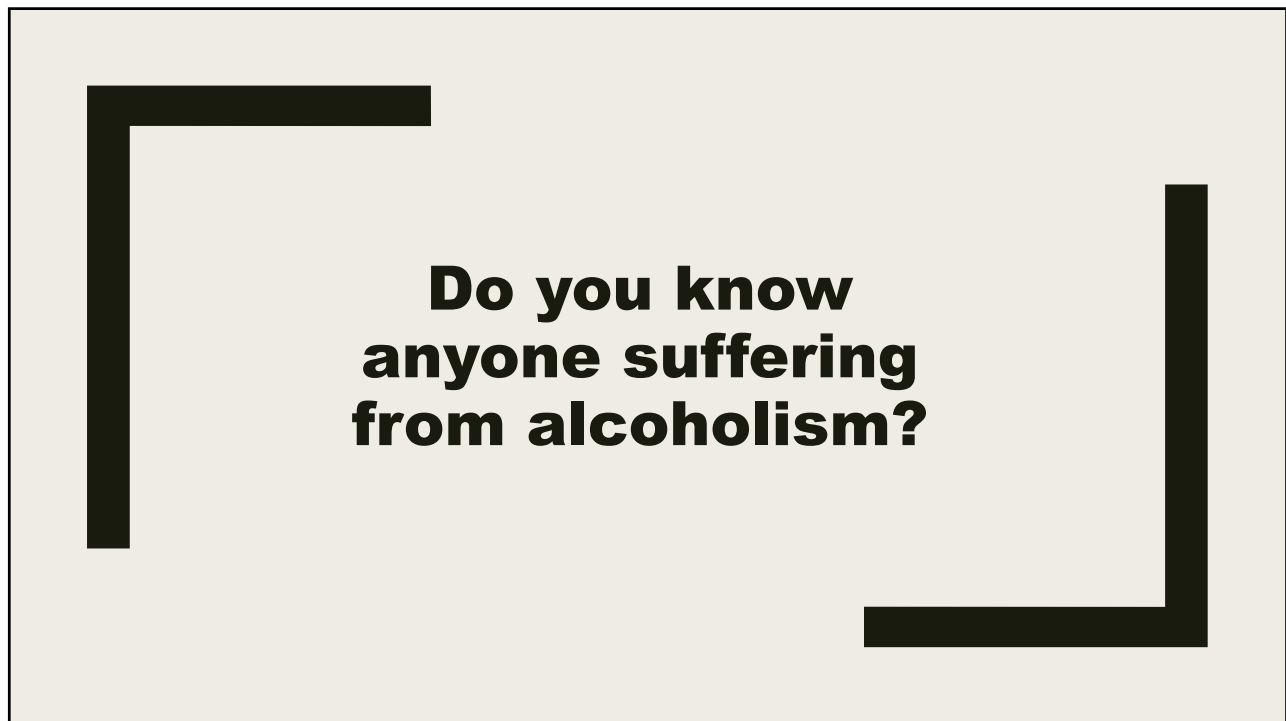
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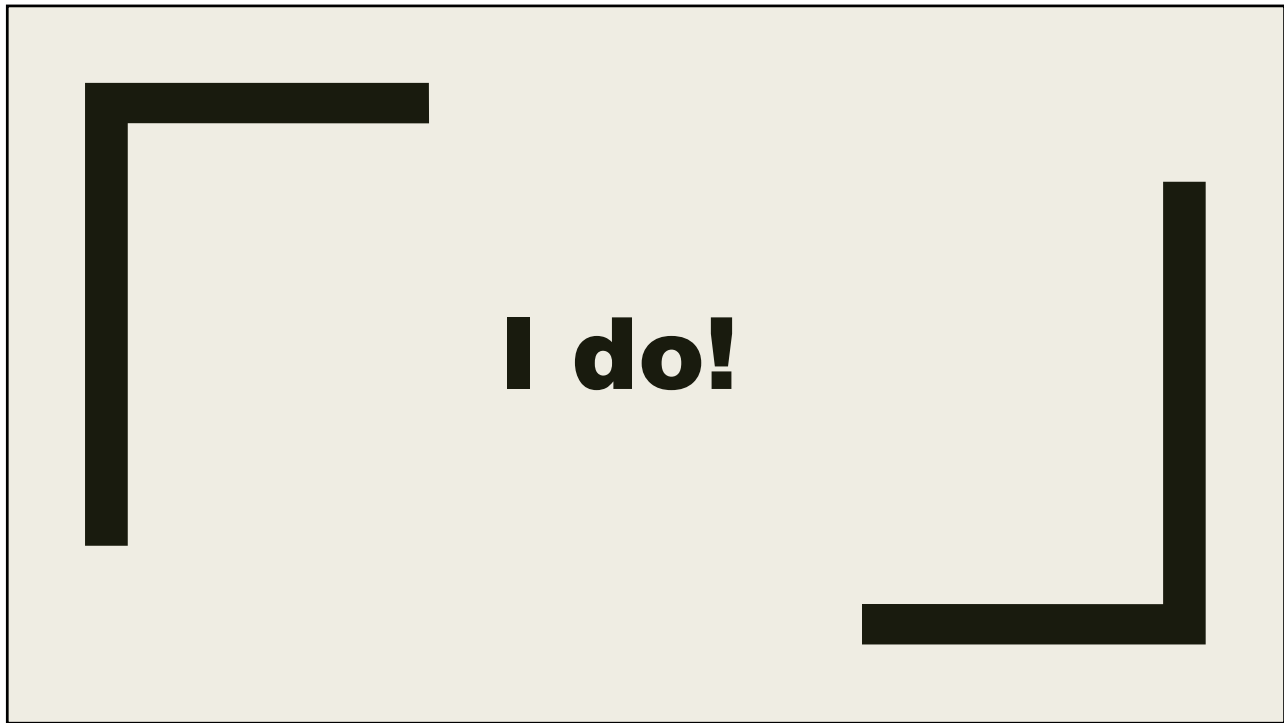


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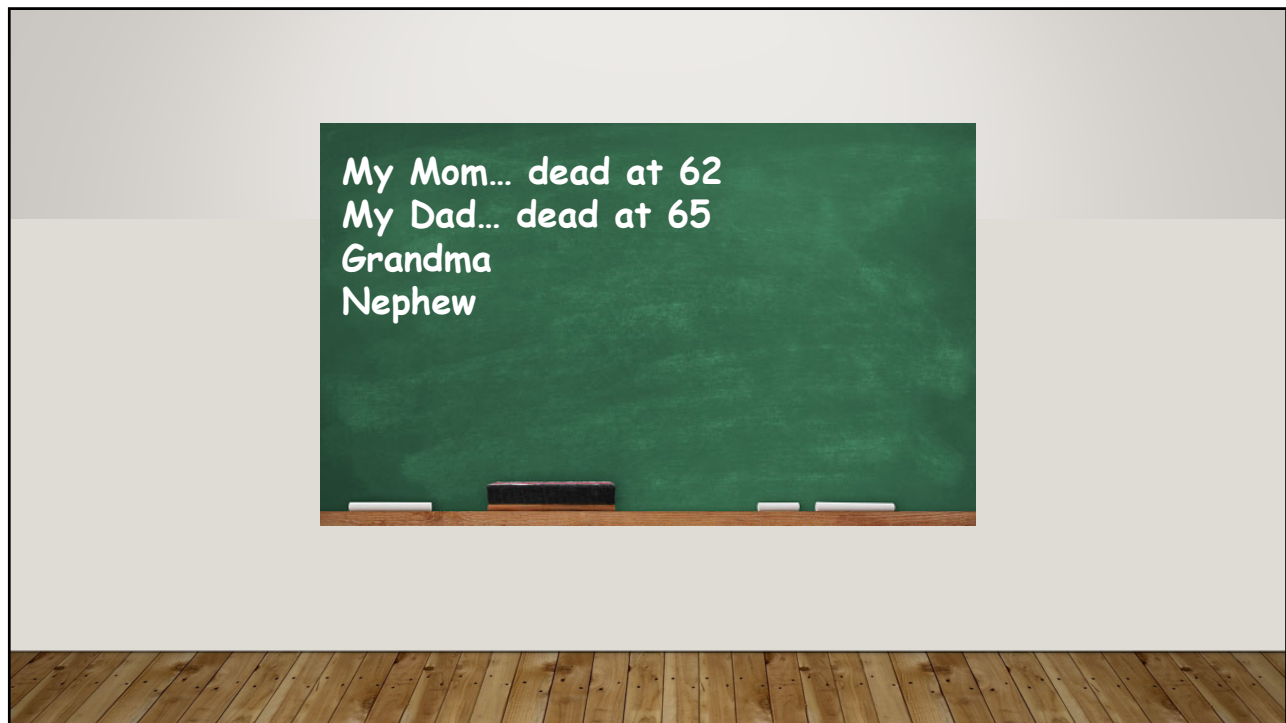
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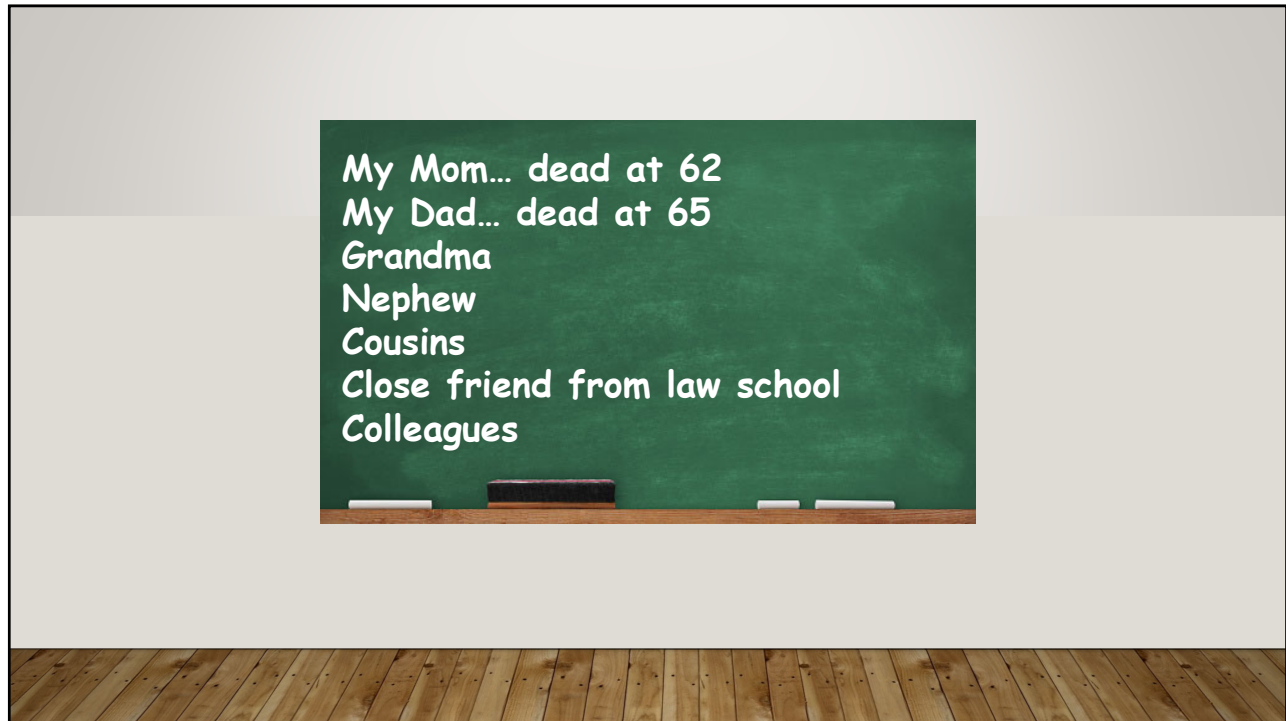
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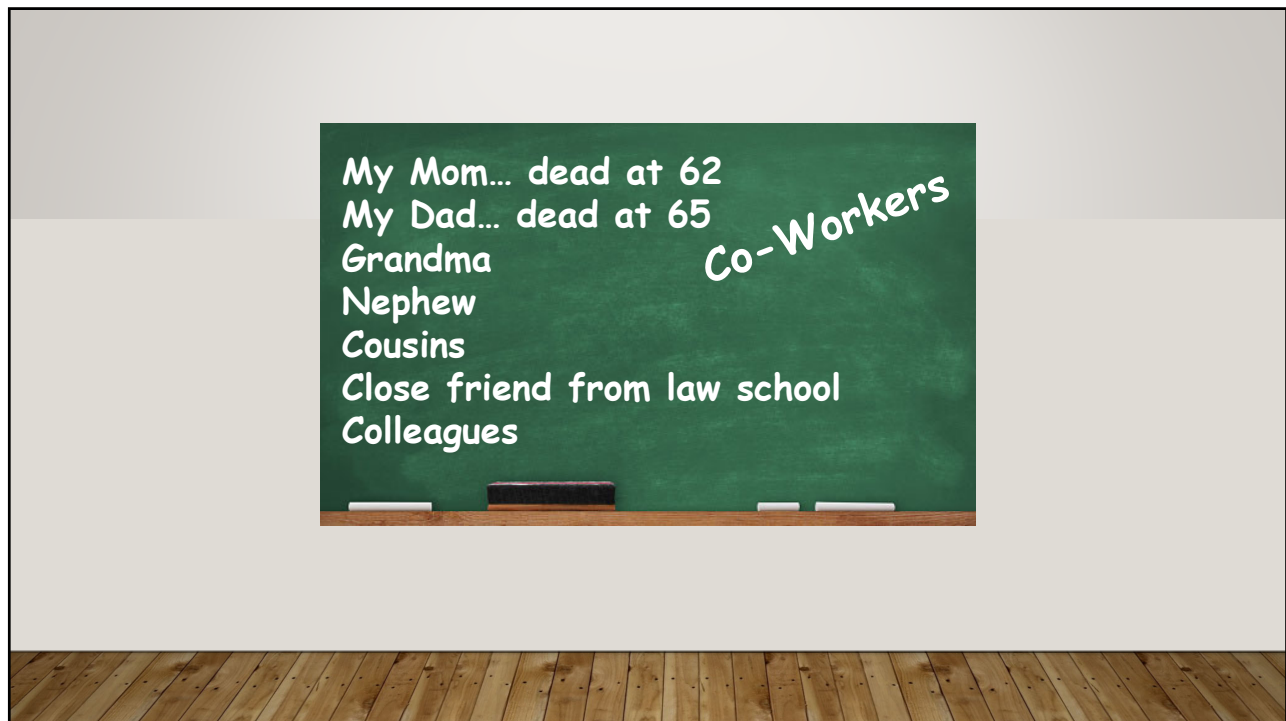
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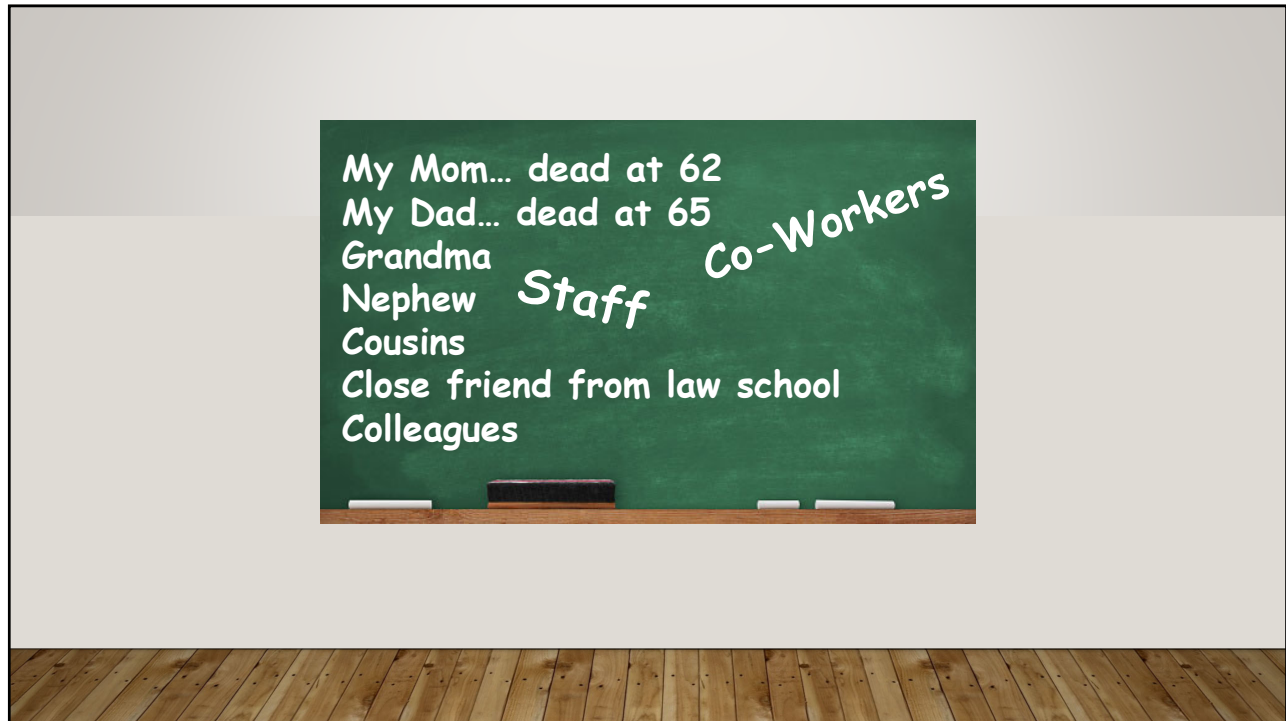


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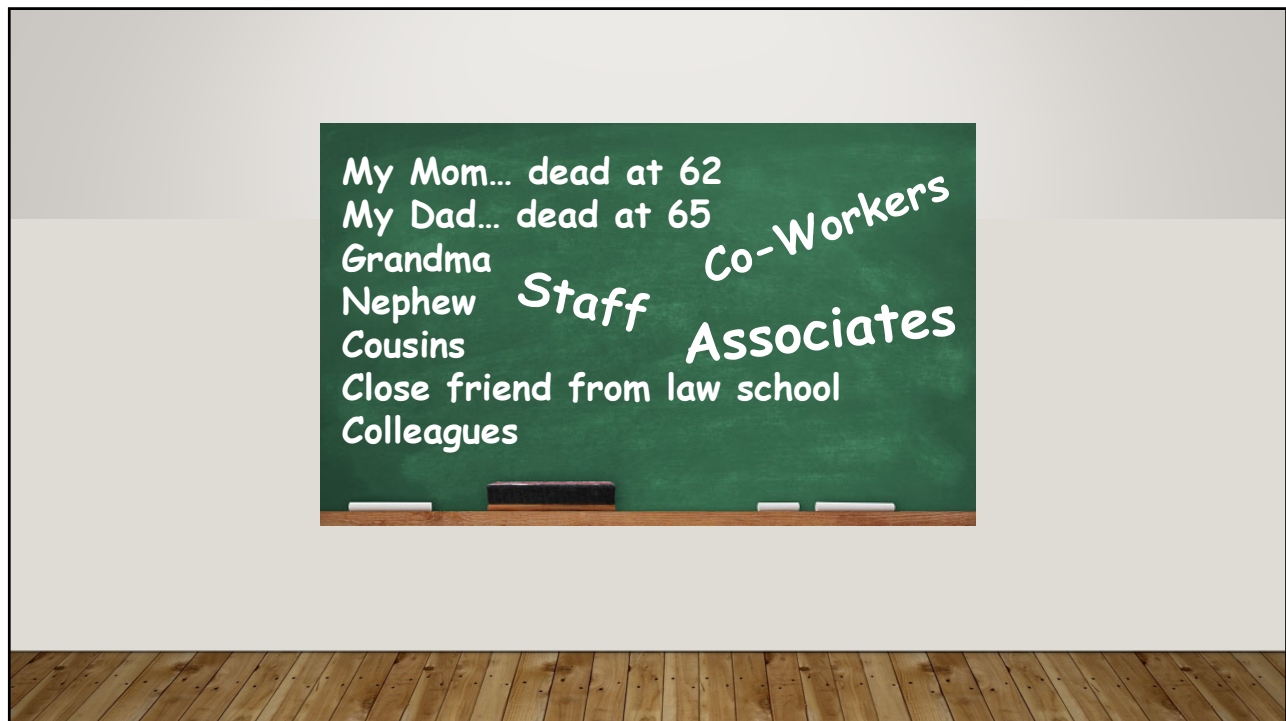


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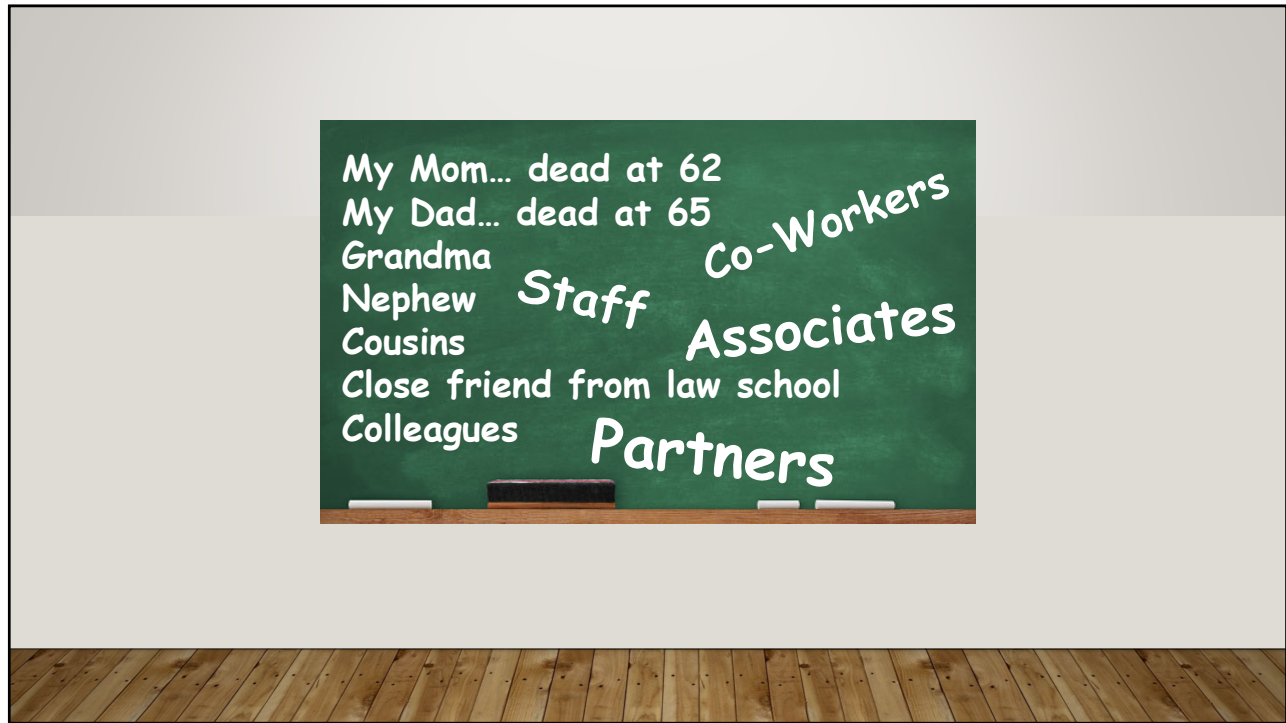


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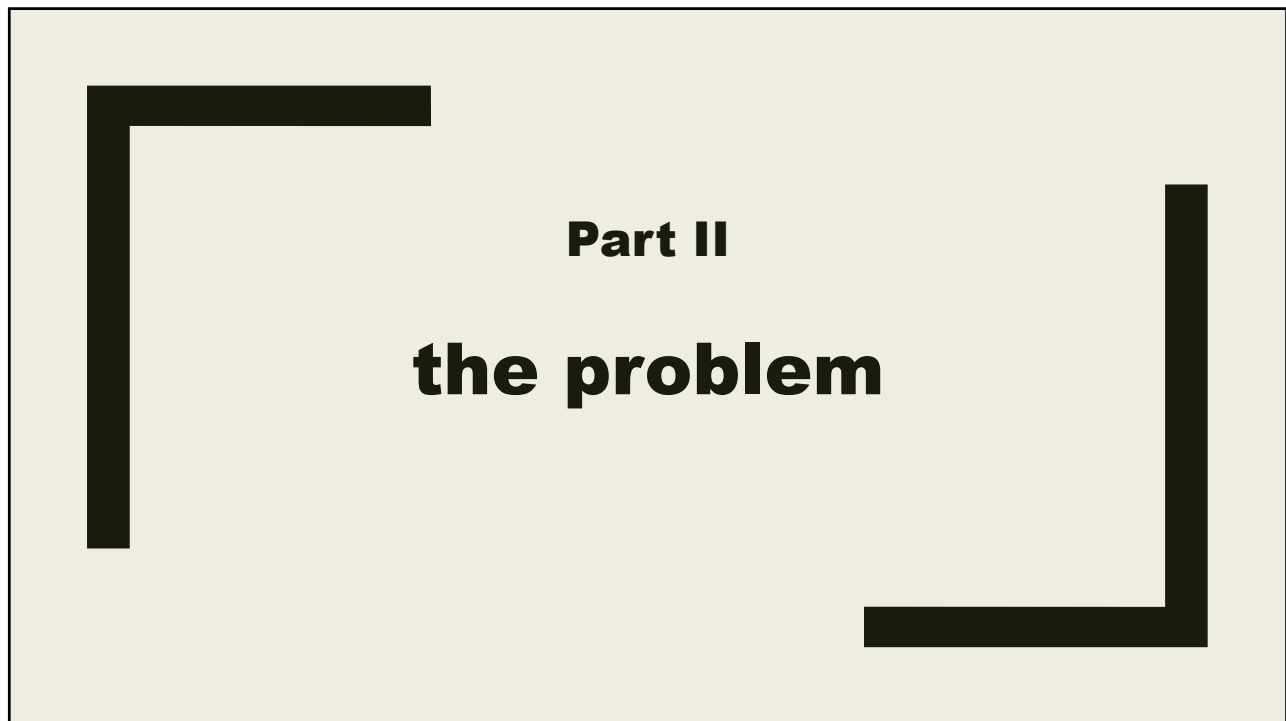


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**“Attorneys experience problematic drinking that is hazardous, harmful, or otherwise generally consistent with alcohol use disorders at a rate much higher than other populations.”**

Source: Patrick R. Krill, Ryan Johnson & Linda Albert, *The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys*, 10(1) J. ADDICTION MED. 46, 52 (2016) (emphasis added).

32

- **20.6% of attorneys exhibit hazardous, harmful, and potentially alcohol-dependent drinking.**

Source: Krill, Johnson & Albert, *Substance Use* at 51; National Institute on Alcohol Use and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>.

33

- **20.6% of attorneys exhibit hazardous, harmful, and potentially alcohol-dependent drinking.**
- **As opposed to:**
  - **11.8% of a broad, highly educated workforce**

Source: Krill, Johnson & Albert, *Substance Use* at 51; National Institute on Alcohol Use and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>.

34

- **20.6% of attorneys exhibit hazardous, harmful, and potentially alcohol-dependent drinking.**
- **As opposed to:**
  - **11.8% of a broad, highly educated workforce; or**
  - **5.6% of U.S. adults who are estimated to have alcohol use disorder.**

Source: Krill, Johnson & Albert, *Substance Use* at 51; National Institute on Alcohol Use and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>.

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**statistics unique  
to lawyers**

36

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Source: Krill, Johnson & Albert, *Substance Use* at 51; David Mann, *Attorneys: Alcohol and Addicts? Yes*, available at: <https://www.mercedbar.org/wp-content/uploads/2018/05/SF-Article.pdf>.

37

- **20.6% exhibit hazardous or harmful drinking.**
- **Highest rates within first 10 years of practicing the law.**

Source: Krill, Johnson & Albert, *Substance Use* at 51; David Mann, *Attorneys: Alcohol and Addicts? Yes*, available at: <https://www.mercedbar.org/wp-content/uploads/2018/05/SF-Article.pdf>.

38

- **20.6% exhibit hazardous or harmful drinking.**
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Source: Krill, Johnson & Albert, *Substance Use* at 51; David Mann, *Attorneys: Alcohol and Addicts? Yes*, available at: <https://www.mercedbar.org/wp-content/uploads/2018/05/SF-Article.pdf>.

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- **20.6% exhibit hazardous or harmful drinking.**
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- **Majority of problem drinking occurs *after* law school.**

Source: Krill, Johnson & Albert, *Substance Use* at 51; David Mann, *Attorneys: Alcohol and Addicts? Yes*, available at: <https://www.mercedbar.org/wp-content/uploads/2018/05/SF-Article.pdf>.

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- **20.6% exhibit hazardous or harmful drinking.**
- **Highest rates within first 10 years of practicing the law.**
- **Junior associates have the highest rate with senior partners the lowest.**
- **Majority of problem drinking occurs *after* law school.**
- **50-70% of ABA disciplinary charges involve alcoholism or addiction.**

Source: Krill, Johnson & Albert, *Substance Use* at 51; David Mann, *Attorneys: Alcohol and Addicts? Yes*, available at: <https://www.mercedbar.org/wp-content/uploads/2018/05/SF-Article.pdf>.

41

**Alcoholism and alcohol  
abuse cost American  
workplaces \$33-68 billion  
per year.**

Source: U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook/>

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- **Absenteeism / Sick leave / Tardiness**

Source: U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors>; Livengrin, *What is Alcoholism Costing Your Business?*, available at: <https://livengrin.org/alcohol-costs-to-business>.

44

- **Absenteeism / Sick leave / Tardiness**
- **Loss of productivity and missed deadlines**

Source: U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors>; Livengrin, *What is Alcoholism Costing Your Business?*, available at: <https://livengrin.org/alcohol-costs-to-business>.

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- **Absenteeism / Sick leave / Tardiness**
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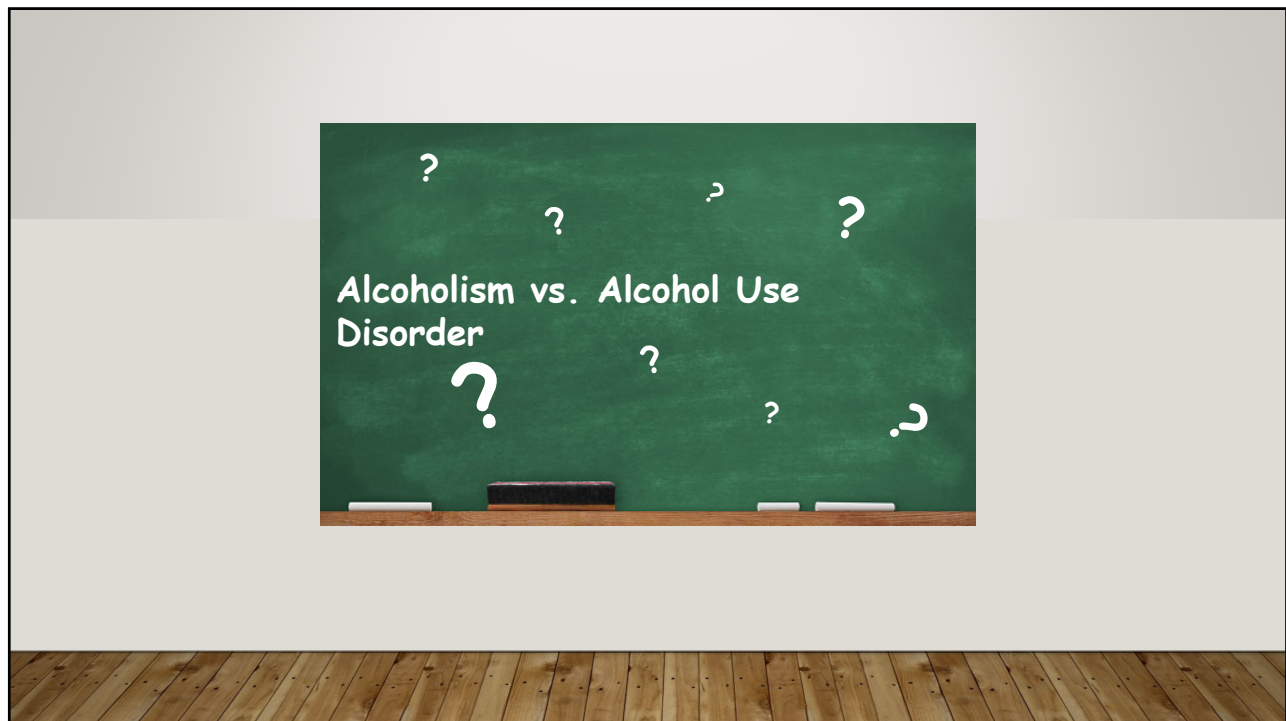
Source: U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors>; Livengrin, *What is Alcoholism Costing Your Business?*, available at: <https://livengrin.org/alcohol-costs-to-business>.

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- **Absenteeism / Sick leave / Tardiness**
- **Loss of productivity and missed deadlines**
- **Increased injuries / Accident rates**
- **HR costs dealing with alcoholism/alcohol use disorder (counseling, termination, new hires)**

Source: U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors>; Livengrin, *What is Alcoholism Costing Your Business?*, available at: <https://livengrin.org/alcohol-costs-to-business>.

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I'm not an alcoholic,  
alcoholics go to  
meetings.

I'm a drunk,  
we go to  
parties.



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- **Alcohol Use Disorder (“AUD”):**
  - **Diagnosis used by medical professionals to describe someone with an alcohol problem (*i.e.*, exhibiting dependence on or abuse of alcohol).**

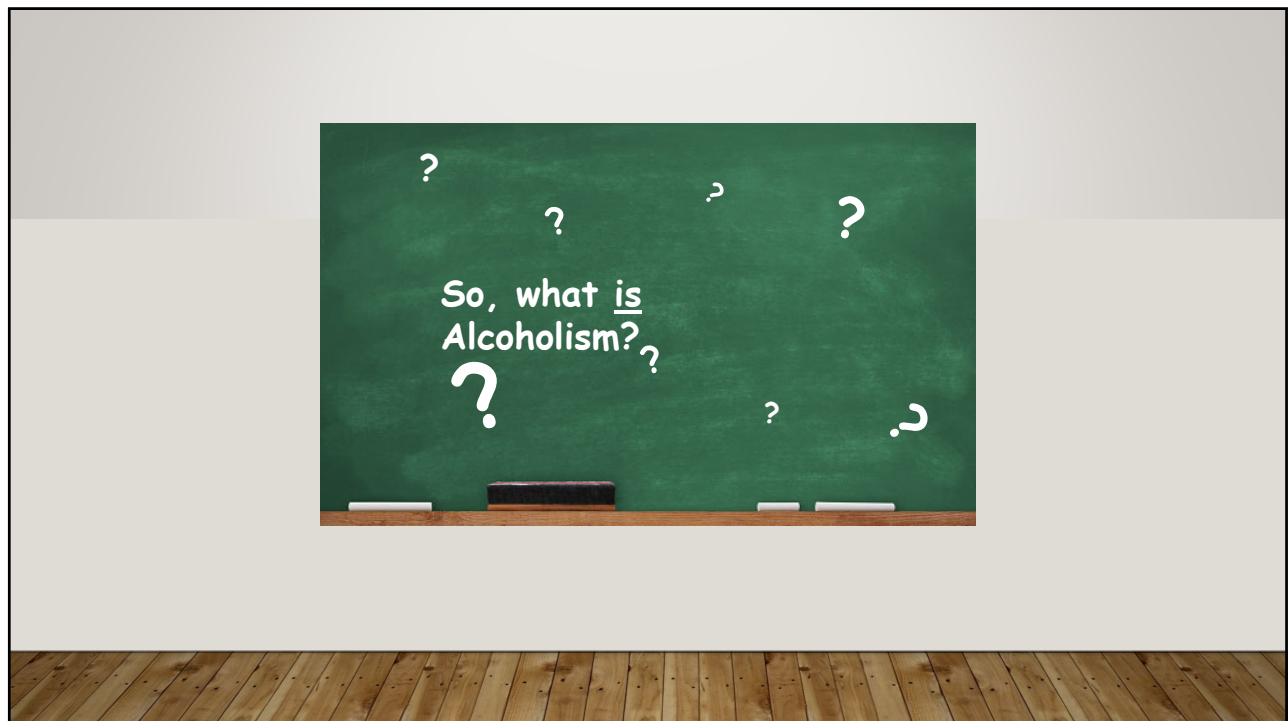
Source: The Recovery Village, *Understanding the Difference Between Alcohol Use and Alcoholism*, available at: <https://www.therecoveryvillage.com/alcohol-abuse/related-topics/alcoholism-vs-alcohol-use-disorder>; National Institute on Alcohol Abuse and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>; Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

50

- **Alcohol Use Disorder (“AUD”):**
  - **Diagnosis used by medical professionals to describe someone with an alcohol problem (*i.e.*, exhibiting dependence on or abuse of alcohol).**
- **Alcoholism:**
  - **Non-medical term often used interchangeably with AUD (as will we).**
    - **(Some categorize alcoholism on the severe side of the AUD spectrum.)**

Source: The Recovery Village, *Understanding the Difference Between Alcohol Use and Alcoholism*, available at: <https://www.therecoveryvillage.com/alcohol-abuse/related-topics/alcoholism-vs-alcohol-use-disorder>; National Institute on Alcohol Abuse and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>; Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

51



52



- **American Medical Association:**
  - **It's a disease.**

Source: A.I. Leshner, *Addiction is a brain disease, and it matters*, 278(5335) SCIENCE 807-808 (1997); National Institute on Alcohol Abuse and Alcoholism, *Alcohol Use Disorder*, available at: <https://www.niaaa.nih.gov/alcohols-effects-health/alcohol-use-disorder>; Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>; American Addiction Centers, *Problem Drinking vs. Alcoholism*, available at: <https://www.alcohol.org/alcoholism/or-is-it-just-a-problem>.

53

- **American Medical Association:**
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- **National Institutes of Health:**
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Source: A.I. Leshner, *Addiction is a brain disease, and it matters*, 278(5335) SCIENCE 807-808 (1997); National Institute on Alcohol Abuse and Alcoholism, *Alcohol Use Disorder*, available at: <https://www.niaaa.nih.gov/alcohols-effects-health/alcohol-use-disorder>; Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>; American Addiction Centers, *Problem Drinking vs. Alcoholism*, available at: <https://www.alcohol.org/alcoholism/or-is-it-just-a-problem>.

54

- **American Medical Association:**
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- **Mayo Clinic:**
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- **American Addiction Centers:**
  - **It's a physical and mental dependence on alcohol.**

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**Wait... *what?***

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**“Alcoholism is a chronic  
disease characterized by  
uncontrolled drinking and  
preoccupation with  
alcohol.”**

Source: Mayo Clinic, et al.

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- The Drunk Hobo?



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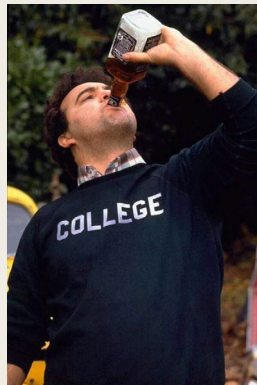
• ~~The Drunk Hobo?~~ Not necessarily.

- “Greater alcohol consumption is [] associated with having a higher educational level and having a higher income.”
- People who are employed are more likely to drink alcohol to harmful and hazardous levels than those out of work.

Source: P.L. Brennan, K.K. Schutte, R.H. Moos, *Patterns and predictors of late-life drinking trajectories: a 10-year longitudinal study*, 24(2) PSYCHOL. ADDICTION BEHAV. 254-264 (2010); Susan E. Collins, *Associations Between Socioeconomic Factors and Alcohol Outcomes*, 38(1) ALCOHOL RES. 83-94 (2016).

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• The Party Animal?



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• ~~The Party Animal?~~ Not necessarily.

- Excessive drinking is not a reliable indicator of alcoholism.
- Most people who binge drink are not alcoholics.

Source: Marissa B. Esser, Sarra L. Hedden, Dafna Kanny, Robert D. Brewer, Joseph C. Gfroerer & Timothy S. Naimi, *Prevalence of Alcohol Dependence Among U.S. Adult Drinkers, 2009-2011*, 11 PREV. CHRONIC DIS. 140329 (2014).

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- **In U.S. adults, by gender:**
  - **8.9 million men**
  - **5.2 million women**

Source: National Institute on Alcohol Abuse and Alcoholism, *Alcohol Facts and Statistics*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/alcohol-facts-and-statistics>; 2018 National Survey on Drug Use and Health Table 5.4B; Patrice A.C. Vaeth, Meme Wang-Schweig & Raul Caetano, *Drinking, Alcohol Use Disorder, and Treatment Access and Utilization among U.S. Racial/Ethnic Groups*, 41(1) ALCOHOL CLIN. EXP. RES. 6-19 (Jan. 2017).

65

- **In U.S. adults, by gender:**
  - **8.9 million men**
  - **5.2 million women**
- **In U.S. adults, by race:**
  - **6.7% White**
  - **4.5% Black or African American**
  - **5.8% Hispanic or Latino**
  - **8.1% Native American**
  - **4.0% Asian**

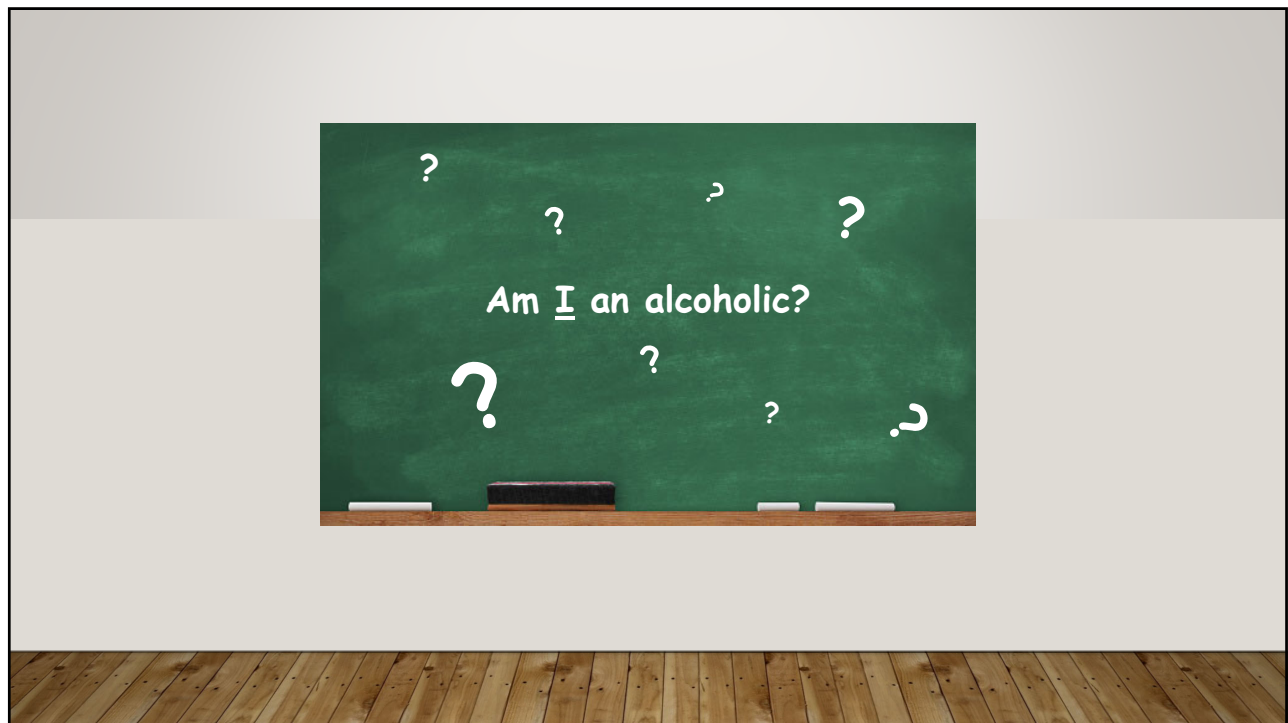
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**In other words, the  
people all around you.**

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**The American Psychiatric Association provides the following guidance in diagnosing Alcohol Use Disorder.**

69

- In the past year have you experienced at least two of the following 11 symptoms:

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

70

- In the past year have you experienced at least two of the following 11 symptoms:

1. Had times when you ended up drinking more, or longer than you intended?

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

71

- In the past year have you experienced at least two of the following 11 symptoms:

1. Had times when you ended up drinking more, or longer than you intended?
2. More than once wanted to cut down or stop drinking, or tried to, but couldn't?

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

72

- In the past year have you experienced at least two of the following 11 symptoms:

1. Had times when you ended up drinking more, or longer than you intended?
2. More than once wanted to cut down or stop drinking, or tried to, but couldn't?
3. Spent a lot of time drinking? Or being sick or getting over other aftereffects?

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

73

4. Wanted a drink so badly you couldn't think of anything else?

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

74

- 4. Wanted a drink so badly you couldn't think of anything else?**
- 5. Found that drinking—or being sick from drinking—often interfered with taking care of your home or family? Or caused job troubles? Or school problems?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

75

- 4. Wanted a drink so badly you couldn't think of anything else?**
- 5. Found that drinking—or being sick from drinking—often interfered with taking care of your home or family? Or caused job troubles? Or school problems?**
- 6. Continued to drink even though it was causing trouble with your family or friends?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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- 7. Given up or cut back on activities that were important or interesting to you, or gave you pleasure, in order to drink?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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- 7. Given up or cut back on activities that were important or interesting to you, or gave you pleasure, in order to drink?**
- 8. More than once gotten into situations while or after drinking that increased your chances of getting hurt (such as driving, swimming, using machinery, walking in a dangerous area, or having unsafe sex)?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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**9. Continued to drink even though it was making you feel depressed or anxious or adding to another health problem? Or after having had a memory blackout?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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**9. Continued to drink even though it was making you feel depressed or anxious or adding to another health problem? Or after having had a memory blackout?**

**10. Had to drink much more than you once did to get the effect your want? Or found that your usual number of drinks had much less effect than before?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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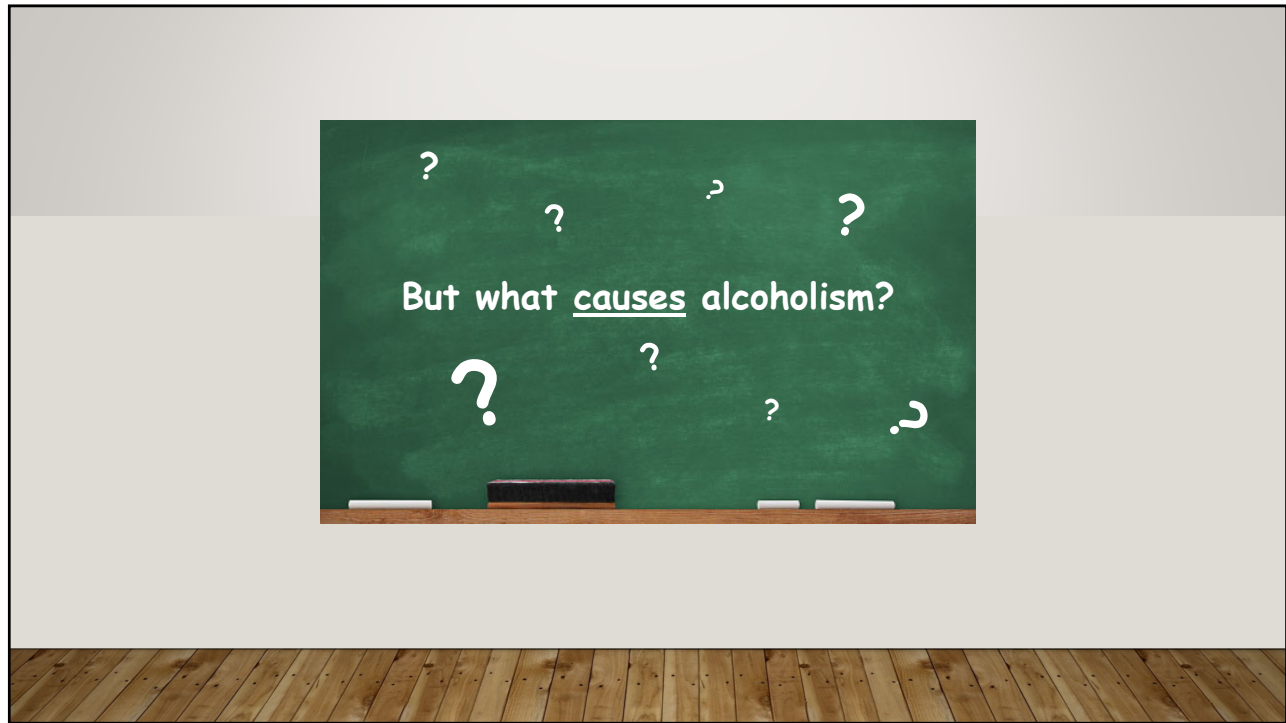
**11. Found that when the effects of alcohol were wearing off, you had withdrawal symptoms, such as trouble sleeping, shakiness, restlessness, nausea, sweating, a racing heart, or a seizure? Or sensed things that were not there?**

Source: *Diagnostic and Statistical Manual of Mental Disorders* (5<sup>th</sup> ed.; DSM-5; American Psychiatric Association, 2013).

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**If you experienced two or more of these symptoms in the past year, you may be an alcoholic.**

82



83

- Alcoholism can be the result of:

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

84

- **Alcoholism can be the result of:**
  - **Genetic factors**

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

85

- **Alcoholism can be the result of:**
  - **Genetic factors**
  - **Psychological factors**

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

86

- **Alcoholism can be the result of:**

- **Genetic factors**
- **Psychological factors**
- **Environmental factors**

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

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- **Alcoholism can be the result of:**

- **Genetic factors**
- **Psychological factors**
- **Environmental factors**
- **Social factors**

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

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- **Alcoholism can be the result of:**

- **Genetic factors**
- **Psychological factors**
- **Environmental factors**
- **Social factors**
- ***Or all of the above!***

Source: Mayo Clinic, *Alcohol use disorder*, available at: <https://www.mayoclinic.org/diseases-conditions/alcohol-use-disorder/symptoms-causes/syc-20369243>.

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## Genetic Factors / Heredity



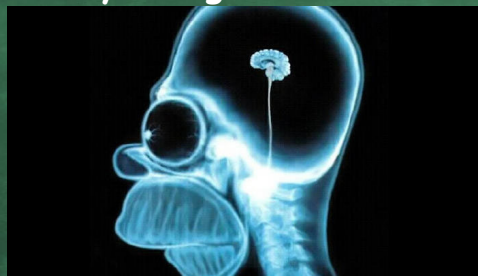
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**While there is no “alcoholic gene,” several inherited genotypes contribute to the risk of alcoholism.**

Source: Howard J. Edenberg & Tatiana Foroud, *Genetics and alcoholism*, 10(8) NAT. REV. GASTROENTEROL. & HEPATOLOGY 487-494 (Aug. 2013).

91

### Psychological Factors



92

## **Depression, anxiety, and stress are frequently connected to alcoholism.**

Source: Joshua P. Smith, *Anxiety and Alcohol Use Disorders – Comorbidity and Treatment Considerations*, 34(4) ALCOHOL RES. 414-431 (2012).

93

- **Lawyers exhibit a “significant” rate of mental health distress:**

- **Depression – 28%**
- **Anxiety – 19%**
- **Stress – 23%**

Source: Krill, Johnson & Albert, *Substance Use* at 46.

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## Environmental Factors



95

**Environmental factors  
represent prominent  
triggers to a  
predisposition to alcohol.**

Source: Karen G. Chartier, Katherine J. Karriker-Jaffe, Cory R. Cummings & Kenneth S. Kendler, *Environmental influences on alcohol use: Informing research on the joint effects of genes and the environment in diverse U.S. populations*, 26(5) *AM. J. PUBLIC HEALTH*, 2016, pp. 811-816.

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- **Prominent environmental triggers include:**
  - **Adverse life events**
  - **Increased access to alcohol**
  - **Trauma (including childhood distress)**
  - **Parental/sibling/peer alcohol use**

Source: Chartier, Karriker-Jaffe, Cummings & Kendler, *Environmental influences on alcohol use*.

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## **Social and cultural factors predict increased alcohol use.**

Source: May Sudhinaraset, Christina Wigglesworth & David T. Takeuchi, *Social and Cultural Contexts of Alcohol Use – Influences in a Social-Ecological Framework*, 38(1) ALCOHOL RES. 35-45 (2016).

99

- **Social and cultural factors predicting increased alcohol use include:**
  - **Discrimination and difficulty coping with stigma (racial minorities, LGBTQ communities)**
  - **Cultural norms and social rites of passage**
  - **Peer pressure (family, friends, colleagues)**

Source: Sudhinaraset, Wigglesworth & Takeuchi, *Social and Cultural Contexts of Alcohol Use*.

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## Wet Blanket Warning



101

- We are all guilty of attending and/or supporting events with an undue emphasis on alcohol:

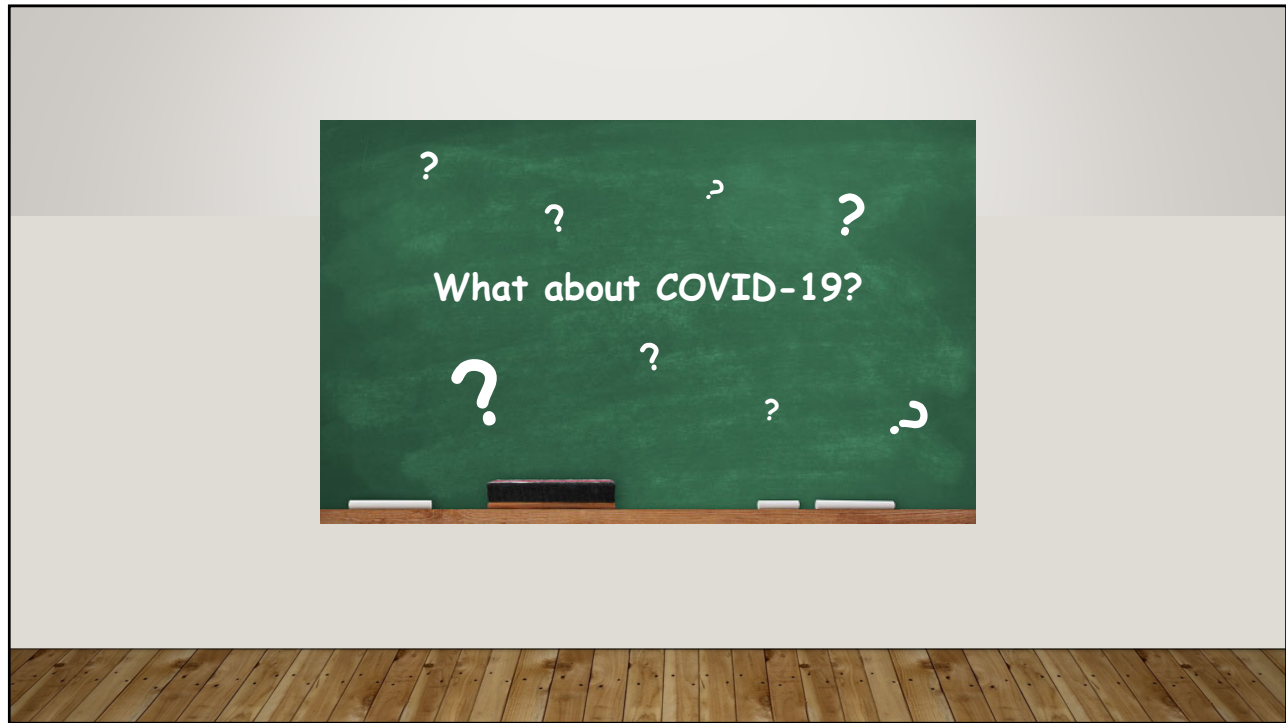
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- We are all guilty of attending and/or supporting events with an undue emphasis on alcohol:
  - Summer Associate events (wine/scotch tastings, poker parties, etc.)
  - Practice Group retreats (“Happy Hour” room, open bar, etc.)
  - Client dinners, CLE getaways, the list goes on...

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- Areas of Potential Concern:
  - Summer Associate events
  - Practice Group / Partner retreats
  - Networking cocktail hours
  - Client dinners vs. lunches
  - Conferences

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**The isolation, unemployment, and hopelessness associated with COVID-19 are “driving the explosion” in alcohol-related liver disease.**

Source: Eli Cahan, *As alcohol abuse rises amid pandemic, hospitals see a wave of deadly liver disease*, Los Angeles Times, Feb. 10, 2021.

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- **Drinking statistics after the onset of COVID-19:**

- **54% increase in national sales of alcohol**
- **262% increase in online sales of alcohol**
- **29% increase in alcohol consumption**
- **21% increase in harmful drinking**
- **30% increase in alcoholic liver disease**

Source: Michael S. Pollard, Joan S. Tucker, Harold D. Green, Jr., *Changes in Adult Alcohol Use and Consequences During the COVID-19 Pandemic in the US*, 3(9) JAMA NETW. OPEN (Sept. 2020); Carolina Barbosa, Alexander J. Cowell, William N. Dowd, *Alcohol Consumption in Response to the COVID-19 Pandemic in the United States*, J. Addict. Med. (Oct. 23, 2020); Yuki Noguchi, Sharp, *'Off The Charts' Rise in Alcoholic Liver Disease Among Young Women*, NPR, March 16, 2021.

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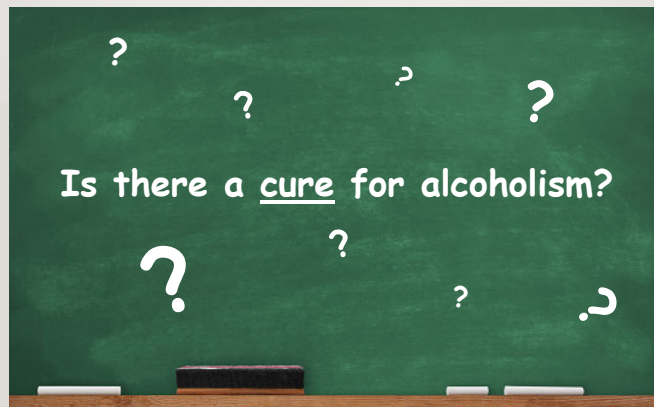
## **Part III**

# **the solution**

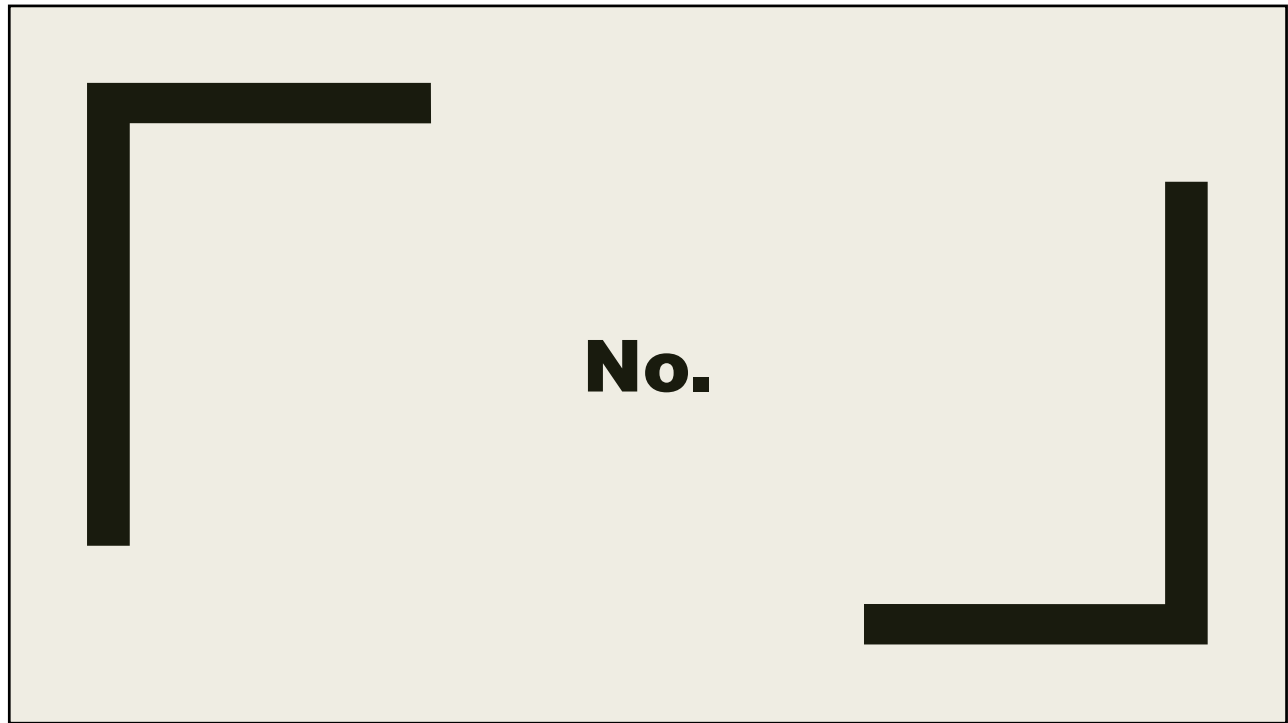
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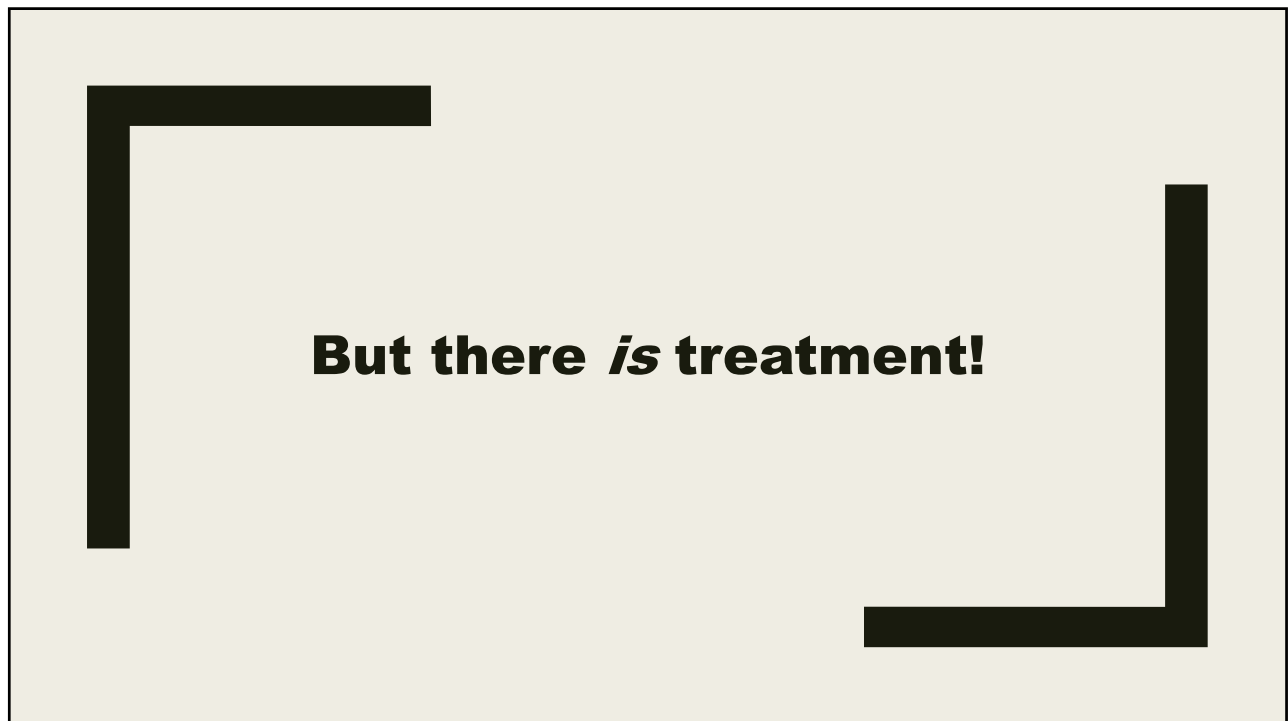
109



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112



- **Treatment options include:**

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- **Treatment options include:**

- **Therapy / Counseling**

Source: National Institute on Alcohol Abuse and Alcoholism, *Treatment for Alcohol Problems: Finding and Getting Help*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/treatment-alcohol-problems-finding-and-getting-help>; U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors/#Appendix>.

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- **Treatment options include:**
  - **Therapy / Counseling**
  - **Hospitalization / Detoxification**

Source: National Institute on Alcohol Abuse and Alcoholism, *Treatment for Alcohol Problems: Finding and Getting Help*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/treatment-alcohol-problems-finding-and-getting-help>; U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors/#Appendix>.

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- **Treatment options include:**
  - **Therapy / Counseling**
  - **Hospitalization / Detoxification**
  - **Support groups (AA, The Other Bar)**

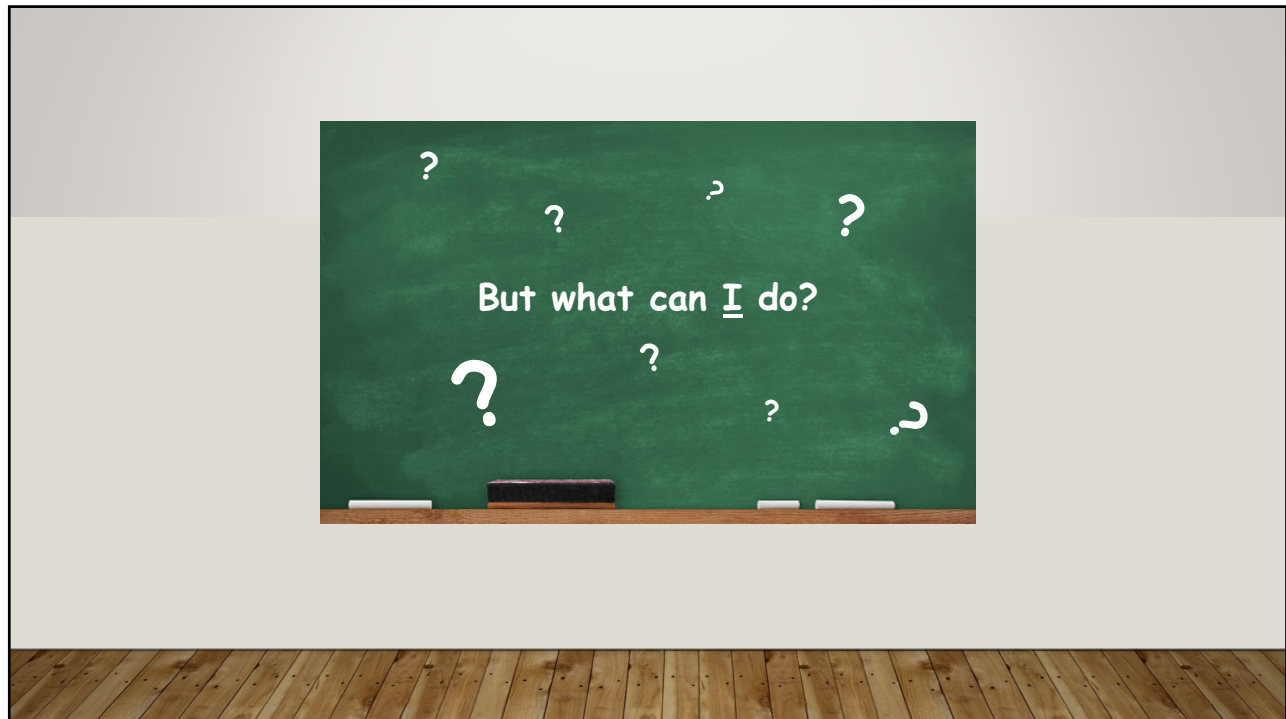
Source: National Institute on Alcohol Abuse and Alcoholism, *Treatment for Alcohol Problems: Finding and Getting Help*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/treatment-alcohol-problems-finding-and-getting-help>; U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors/#Appendix>.

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- **Treatment options include:**
  - **Therapy / Counseling**
  - **Hospitalization / Detoxification**
  - **Support groups (AA, The Other Bar)**
  - **Medication**

Source: National Institute on Alcohol Abuse and Alcoholism, *Treatment for Alcohol Problems: Finding and Getting Help*, available at: <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/treatment-alcohol-problems-finding-and-getting-help>; U.S. Office of Personnel Management, *Alcoholism in the Workplace: A Handbook for Supervisors*, available at: <https://www.opm.gov/policy-data-oversight/worklife/reference-materials/alcoholism-in-the-workplace-a-handbook-for-supervisors/#Appendix>.

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118



**Provide.  
Identify.  
Communicate.**

119



**Provide.**

120

- **Provide** healthy mental environment:

121

- **Provide** healthy mental environment:

- **Proactive training**

122

- **Provide healthy mental environment:**
  - Proactive training
  - Mentoring

123

- **Provide healthy mental environment:**
  - Proactive training
  - Mentoring
  - Safe space for private discussions

124

- **Provide healthy mental environment:**
  - Proactive training
  - Mentoring
  - Safe space for private discussions
  - Employee Assistance Programs (EAPs)

125


- **Provide healthy mental environment:**
  - Proactive training
  - Mentoring
  - Safe space for private discussions
  - Employee Assistance Programs (EAPs)
  - *Lose the stigma!*

126



**Identify.**

127

- 
- Identify warning signs/red flags:

128



- **Identify** warning signs/red flags:
  - Isolation from friends/colleagues

129

- **Identify** warning signs/red flags:
  - Isolation from friends/colleagues
  - Irritability or extreme mood swings

130

- **Identify warning signs/red flags:**
  - Isolation from friends/colleagues
  - Irritability or extreme mood swings
  - Missing work/failure to prioritize

131

- **Identify warning signs/red flags:**
  - Isolation from friends/colleagues
  - Irritability or extreme mood swings
  - Missing work/failure to prioritize
  - Poor grooming/personal appearance

132

- **Identify** warning signs/red flags:
  - Isolation from friends/colleagues
  - Irritability or extreme mood swings
  - Missing work/failure to prioritize
  - Poor grooming/personal appearance
  - *Trust your gut!*

133

The slide features two large, thick black L-shaped brackets. One is positioned in the top-left corner, and the other is in the bottom-right corner, framing the central text.

**Communicate.**

134

- **Communicate** helpful intentions:

135

- **Communicate** helpful intentions:
  - **Seek assistance from doctor/therapist/HR**

136

- **Communicate** helpful intentions:
  - Seek assistance from doctor/therapist/HR
  - Talk to their friends and family

137

- **Communicate** helpful intentions:
  - Seek assistance from doctor/therapist/HR
  - Talk to their friends and family
  - *Ask if they're okay!*

138



139



140

- **Offer alternatives to drinking:**

141

- **Offer alternatives to drinking:**
  - **Exercise (hit the gym instead of the bar)**
  - **Hobbies (sports, hiking, movies)**
  - **Client lunches instead of client dinners**
  - **Gatherings away from “triggers”**
  - **Sparkling water/juice instead of alcohol**

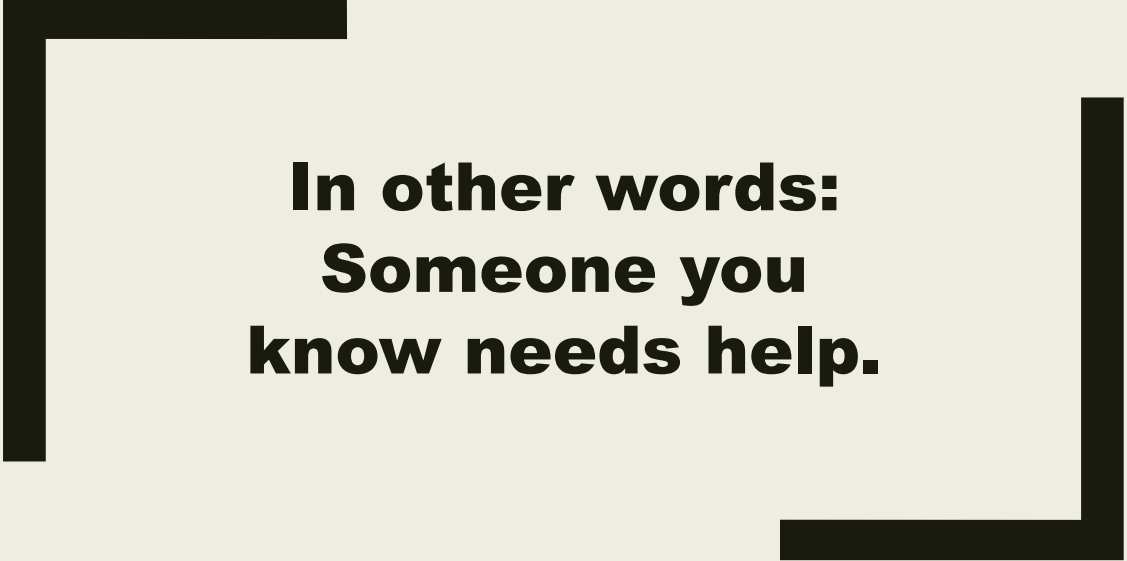
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**Remember:  
1 in 5 lawyers are  
problematic drinkers  
or alcoholics.**

Source: Krill, Johnson & Albert, *Substance Use* at 48.

143



**In other words:  
Someone you  
know needs help.**

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- **Resources:**

- **Substance Abuse and Mental Health Services Administration**
  - **1-800-662-HELP**
- **Alcoholics Anonymous**
  - **[www.aa.org](http://www.aa.org)**
- **The Other Bar**
  - **[www.otherbar.org](http://www.otherbar.org)**
  - **1-800-222-0767**

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**Any questions?**

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Nothing in this presentation or in any related material is or should be relied on as medical, psychiatric, or therapeutic advice. Please see a qualified health care provider if a mental health condition or addiction issue is suspected.

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