



THE OTHER BAR, INC.
A California Nonprofit Corporation
Supporting Recovery in The Legal Community
(800) 222-0767; otherbar.org

The Other Bar

2023 Annual Report

Part One: An accounting of all receipts and expenditures of the funds, and the balance of the funds as of the end of the previous calendar year.

Statutory Citation: Business and Professions Code Section 6140.9(c)(1) and (2)

March 1, 2024

FUNDS RECEIVED

The Other Bar received the total sum of \$194,743.25 pursuant to *Business and Professions Code* section 6140.9(b) for the 2023 calendar year, which funds were received as follows:

Table 1: Receipts of Transfer Amount Funds, 2023

First Remittance (July 1, 2023)	\$190,461.25
Second Remittance (September 1, 2023)	\$3,198.75
Third Remittance (October 1, 2023)	\$1,083.25
Total Funds Received	\$194,743.25

USE OF FUNDS

As further described in Part Two, the funds received by the Other Bar were used in support of the Other Bar's goal and purpose to provide free, confidential, anonymous and voluntary peer support to California attorneys and law students in need of recovery and those recovering from alcohol and substance abuse.

Table 2: Expenditures of Transfer Amount Funds, 2023

Recovery Consultants	\$179,786.58
Website	\$2,805.59
Pamphlets and Publications	\$517.33
Hotline	\$385.02
Subscriptions	\$149.90
Bookkeeping and Fees	\$4,375.00
Insurance	\$4,368.00
Total Expenditures	\$192,387.42



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Part Two: Brief narrative describing the goals of the work supported by the expenditures, and a summary of the number of clients served, the modality of treatment, and any outcome data on the impact of the treatment.

Statutory Citation: Business and Professions Code Section 6140.9(c)(3) and (4)

March 1, 2024

BRIEF NARRATIVE DESCRIBING THE GOALS OF THE WORK SUPPORTED BY THE EXPENDITURES [Section 6140.9(c)(3)]

The goal and purpose of the Other Bar is to provide free, confidential, anonymous and voluntary peer support to California attorneys in need of recovery and those recovering from alcohol and substance abuse. The Other Bar continues to accomplish its ongoing mission through the following work:

Introduction

Note to readers: Those who have reviewed previous iterations of this report will note that much of the content below is the same. This is the unavoidable result of the simple fact that the Other Bar's long-established mission and core functions are unchanged from year to year. However, two ongoing developments of note are the growing awareness in the profession of the inordinate degree to which law students and young lawyers suffer from the challenges of anxiety, depression, and addiction; and the increased attention paid by the profession to wellness and outreach. The Other Bar's responses to these developments are detailed, respectively, in the sections on law school outreach, and the sections on CLA and CAALA involvement.

Status and Developments

The California legal community continues to face major challenges: working remotely, maintaining business and income flow, hiring slowdowns, layoffs, pay cuts, overall uncertainties, and the burden of multiple additional stressors added to the already considerable stress associated with practicing law, even under the best of circumstances. These challenges to attorney and law student well-being have exacerbated any number of problems long associated with the legal profession, most notably alcohol and other substance use.

The availability of the Other Bar's services and resources remain more essential than ever. In myriad ways, there have been changes and ultimately, improvements, in our organization's ability and capacity to meet the needs of lawyers and law students in distress. The Other Bar continues to fulfill its stated mission of providing free, voluntary, confidential assistance to California attorneys, judges, and law students during these trying times. Some specifics:

- 1) The combination of working remotely and needing to isolate has the dual effect of highlighting or aggravating existing or developing problems, while also providing attorneys with the "free time" needed to seek help and address those problems. Hotline call volume continues to increase. Attorneys are more willing and able to make room in their schedules to pursue the assistance they need, ranging from therapy, to group meeting participation, outpatient treatment, or residential rehab.

2) The inability to conduct our Other Bar meetings in their many locations statewide has proved to have significant benefits, especially to the newcomer. The Other Bar implemented Zoom technology, making 23 meetings available online weekly, and has turned in to a new paradigm with many advantages, which have persisted. It is easier to persuade callers to attend their first meeting, because they can assuage their concerns about anonymity by being assured that it is acceptable to attend with their video off, and even use a pseudonym, if that makes them more comfortable. Additionally, the convenience of virtual participation continues to facilitate greater meeting attendance, resulting in a significant ongoing attendance increase, fueled in no small part by new members.

3) The Other Bar's embrace of new technology now has as its legacy the valuable ongoing availability of online meetings, as the Other Bar has become proficient in this area and witnessed the considerable positive impact it has had on our effectiveness. Many meetings will remain online indefinitely, some have switched to a hybrid format, and several new additional statewide meetings have been developed. Also, brick and mortar live meetings continue to make a gradual return, currently numbering 9, and growing.

4) The presentation of MCLE's has long provided the Other Bar with the best platform for spreading its message. At first, the pandemic completely curtailed these presentations, but as firms, government agencies, and local bar associations have continued to adapt, they are holding many more trainings and seminars than usual, due to reduced cost and increased convenience. As a result, the Other Bar is presenting at these virtual events with a frequency surpassing pre-pandemic numbers. Also, as happened with Other Bar meetings, attendance at these events rose substantially, so that the Other Bar reached a broader audience in 2022 than any previous year. In addition, the return of many in-person presentations continues, as firms, public agencies, and professionals return to live events.

Recovery Consultants

The Other Bar continues to engage the services of two highly qualified and experienced recovery consultants: David Mann in Northern California, and Greg Dorst in Southern California. They are both former practicing attorneys who understand firsthand the many and varied challenges of the profession. They are also both recovering addicts. Additionally, combined they have spent over 20 years working specifically with the unique population of attorneys suffering from substance use disorders. (See Consultant Resumes, Attachment 1.) These individuals are responsible for providing all aspects of the direct services outlined below, as well as coordinating the volunteer service component of the statewide membership.

Outreach and Education

1. MCLE's

The Other Bar is a certified MCLE provider (#10821). Together, the consultants provide close to one hundred of the required "Competency" programs annually, emphasizing wellness, and prevention, detection, and treatment of substance abuse. (See Program Descriptions and Outlines, Attachment 2.) Recipients of these programs run the gamut from small local to very large statewide and national entities. A representative, but not exhaustive, list includes:

- Numerous small, medium, and large law firms
- Local and specialty practice bar associations
- State, county, and municipal government legal departments, e.g., district attorney, city attorney, public defender and county counsel offices
- Statewide and national professional associations, e.g., CAALA, CAOC, ADC, CPDA, etc.
- California Lawyer's Association (CLA)

We believe we are the largest single provider of competence/alcoholism and drug addiction education in the state. Based on the number of courses provided, and the size of the recipient audiences, it is estimated that thousands of California attorneys annually are exposed to critically needed education regarding the nature and scope of substance abuse in the profession. They also are provided with concrete information and insight into solutions and resources, including the Other Bar and the Lawyer Assistance Program. It is not uncommon for an MCLE to generate multiple calls and emails to the Other Bar from lawyers who have been motivated to seek advice and assistance.

2. Participation and Engagement with CLA Health and Wellness Committee

The Other Bar has played a major role in the development and operation of the Health and Wellness Committee of the California Lawyers Association (CLA). Other Bar Consultant, Greg Dorst drafted the Committee's Mission Statement and helped to promote the mission of the Health and Wellness Committee throughout all of the Committee's events. Notably, for the last two years Mr. Dorst has operated a Wellness Suite at the CLA Annual Meeting, hosting recovery meetings, meditations, and yoga groups for all interested participants. The events have been well attended and informative and represent a true collaboration between the CLA and the Other Bar. Mr. Dorst has been a featured presenter at each of the CLA Annual Meetings held in San Diego and has broadened the range of visibility for both the Other Bar and the Lawyers Assistance Program (LAP). Each of Mr. Dorst's presentations highlights solutions to the disease of addiction and always highlights the California State Bar's efforts to stem the problem of addiction in its ranks through the LAP.

Mr. Dorst has written numerous articles for the Health and Wellness Committee's resource page and has, and continues to answer the questions of lawyers who respond

to the articles and their content. This desire to help lawyers find balance in their lives is exactly what the Other Bar offers in its collaborative efforts with all of its partners.

3. CAALA Convention Presence

CAALA, the Consumer Attorneys Association of Los Angeles, with over 2,800 members, is one of the largest organizations of trial attorneys in the nation. The annual CAALA Convention, held in Las Vegas attracts nearly 4,000 attorneys and legal professionals for learning and networking purposes. Las Vegas is a “slippery slope” for attorneys; this is precisely why the Other Bar has partnered with CAALA to operate a confidential Wellness Suite for anyone who needs a meeting, a one-on-one discussion or just a break for the continuous action. The Other Bar serves attorneys through providing snacks, literature and recovery meetings three times per day. These meetings are not only well attended and necessarily helpful, they are a lifeline to attorneys who are prone to overindulge while in Las Vegas for 5 days. The time spent helping attorneys to find balance in their lives is most certainly a fundamental goal of the Other Bar and CAALA in this collaborative effort.

Southern California Other Bar Consultant, Greg Dorst has been a key presenter at the CAALA Conventions in Las Vegas for both attorneys and their professional staff. It is often the professional staff of an attorney that will notice a problem with Alcohol Use Disorders (AUD) and Substance Use Disorders (SUD) first. These presentations provide key resources to make it easier for staff to help their attorneys to stay healthy.

One of the key contributions that the Other Bar has made in health and wellness arena is the vast number of connections it has been able to make through large gatherings of attorneys. The word is out that recovery is “in” and can be accessed with a simple call to the Other Bar’s 24-hour hotline number.

4. Website

The Other Bar maintains a website, **www.otherbar.org**, which provides valuable information and resources designed to assist and encourage those who are initially exploring the possibility that they or a colleague may be experiencing issues requiring intervention or treatment. The site also aggregates links to a wide range of articles and service providers. Perhaps most importantly, the site includes contact information for the consultants, as well as a comprehensive statewide list of available Other Bar meetings, including their time, location and local contact person.

5. Pamphlets

The Other Bar prints and distributes informational pamphlets which explain the basics of addiction and alcoholism in a manner intended to de-stigmatize the disease as well as make it relatable to lawyers. (See Pamphlet, Attachment 3.) It includes a self-diagnostic test, as well as the Other Bar website address and phone contact information for the consultants. These pamphlets are included as part of the materials packet provided to every MCLE attendee. Additionally, the consultants make efforts to see that they are

available at law schools, law firm human resource departments, detox centers, and treatment facilities. Over ten thousand pamphlets are circulated annually.

6. Letters to Attorneys Undergoing Discipline

Each month, all attorneys listed as being involved in any level of state bar discipline are sent a letter making them aware of the availability of the services offered by the Other Bar and inviting them to reach out for help. The letter includes the hotline number, as well as the number for the LAP. (See Letter, Attachment 4.)

7. Publications

The consultants are occasionally invited to contribute addiction and recovery related articles to various legal publications. The opportunity to provide this service is welcomed, and the resulting work is often useful in spreading information to wider audiences. (See Articles, Attachment 5.)

8. Law Schools: Continued Law Student Outreach: The Weekly Statewide Law Student Meeting of The Other Bar via Zoom

The Other Bar continues to make a concerted effort to reach law students. Since November 15, 2022, we have been holding a weekly one-hour statewide law student meeting of The Other Bar via Zoom on Wednesday evenings. The meeting was placed on a short pause for the summer break during the first week of July 2023 and resumed on August 2, 2023.

Thus far, we have had over twenty students from law schools throughout the state express an interest in the meeting and/or attend the meeting. The meeting is generally attended by five to eight men and women each week. The attendees include law students and attorneys who seek to support the students as they face the unique challenges associated with recovery in the law school setting.

In the past, we have assisted law students in organizing on-campus Other Bar meetings at individual law schools. It has been historically challenging, however, to sustain the meetings at on a long-term basis. Typically, we provide support to a small number of students who wish to start an on-campus meeting, but once that core group of students graduate, the meeting typically lacks the critical mass of attendees necessary to sustain the meeting. Fortunately, with virtual meetings now being the norm in our daily lives, we have found a solution via Zoom that is allowing us to sustain a statewide law student meeting on a long-term basis.

The project to attract law students to the meeting began in September of 2022. With the assistance of the Associate Dean of Student Affairs at Golden Gate University Law School, a notice regarding the meeting was distributed to student affairs professionals at all San Francisco Law Schools, McGeorge, Davis, Santa Clara, Berkeley,

Southwestern, Chapman, University of La Verne, and Pepperdine. Shortly after that, we made attempts to contact faculty members at every accredited law school in California. We initially received responses from faculty who circulated information about the meeting to the students at UC Davis, UC Hastings, Chapman, Pepperdine, Golden Gate University, Stanford, Southwestern, Western State University College of Law, University of San Diego Law School, UC Irvine, and Pacific Coast University. In addition, we contacted the Lawyer's Assistance Program who circulated the notice to their law student participants.

We next created digital flyers regarding the meeting which we distributed to schools to circulate via social media or electronic bulletins. On August 9, 2023, members of The Other Bar's law student outreach committee set up a table at the Santa Clara Law School Resource Fair where they passed out informational flyers about the meeting and spoke to students about our organization. We contacted law schools again in September of 2023. This generated responses from Chapman University, Stanford Law, University of San Diego Law School, UCI Law, Pepperdine, and Santa Clara University who circulated our most recent law student flyer to their students.

For new students who are interested in attending the meeting, they are directed via our flyers to email the Other Bar at an address dedicated to law students - lawstudents@otherbar.org. One of our consultants or a board member then vets the student to ensure that the meeting maintains its purpose and anonymity. The student is then added to our list of attendees who receive weekly meeting reminders and login credentials. Students are also given the option to be added to The Other Bar's general email list that permits the receipt of a weekly list of all virtual Other Bar meetings throughout the state. The students are encouraged to attend regular meetings of The Other Bar as well.

The Other Bar is currently scheduled to speak to the students at Santa Clara Law School on March 6, 2024. We will continue our efforts to grow the law student meeting and spread awareness regarding the Other Bar's resources for law students. For a copy of our most recent law student flyer and our Law Student Resources Packet see Attachment 6.

Services

1. Hotline

The Other Bar maintains a twenty-four-hour toll-free hotline, staffed by the consultants. This is a crucially important service that is available nowhere else. Callers can seek information and help of any kind at any time. Calls come from those who are desperate and need support and guidance, from the spouses and colleagues of afflicted individuals, and also from lawyers already in recovery or involved in state bar discipline and seeking information about available meetings. The consultant offers an empathetic ear, while soliciting information sufficient to offer guidance as to what level of treatment is called for. Frequently callers are overwhelmed and immersed in complicated situations they have

never shared with others, and the consultant can assist in navigating workable solution strategies. Calls can lead to personal meetings with the lawyer, sometimes involving family and colleagues where appropriate and desired. The consultants have the unique opportunity to go wherever is necessary, immediately if necessary, and do whatever is necessary to see to it that the caller gets the help they need in a manner they can accept. The value of this resource cannot be overstated. It is not uncommon for a call to the hotline to set in motion a chain of events leading to a successful outcome that would not otherwise have been possible. The consultants can assist in interventions, transport individuals to detox, arrange for placement in outpatient or residential treatment, work with employers to help negotiate needed time off, and enlist the help of Other Bar member volunteers to assist the individual with covering court dates and other obligations during treatment. In this fashion, careers and lives are saved, the profession is well served, and the public is protected.

2. Mutual Peer Support Groups

Aside from the critical early response work routinely performed by the consultants, Other Bar meetings are the backbone of the Other Bar's service work. It is well-documented that the most important variable associated with successful long-term recovery is ongoing, regular participation in a mutual peer support group. The Other Bar sponsors dozens of weekly group recovery meetings across the state, adapting to the challenges presented by COVID-19 by facilitating and maintaining 23 online meetings every week. These meetings provide a place where attorneys can safely go, knowing that they will be surrounded by individuals who share their education, profession, and heightened concern for confidentiality. It is a huge challenge for attorneys in recovery to find a source for the much-needed meeting component of their programs. Fearing for their reputation, many are simply unwilling, at least initially, to avail themselves of traditional and widely available public meetings such as NA and AA. The Other Bar provides an alternative with a proven track record of success. Many LAP participants attend the Other Bar to satisfy their meeting requirements. With dozens of meetings weekly, and substantial attendance at most, hundreds if not thousands of recovering lawyers statewide rely on this resource. It is a major component of the consultants' jobs to tend to the meetings: promoting participation, helping to secure rooms, developing phone and email lists, and generally working to keep meetings viable.

3. 2023 Fall Retreats

The Other Bar has a longstanding tradition of holding a Men's and a Women's Recovery Retreat for its members every fall. These retreats engage the services of professional facilitators who conduct in-depth workshops and activities designed to educate attendees, reinforce recovery, and enhance community.

Happily, conditions in 2023 permitted a return to in-person retreats, which were highly appreciated, well-attended, and provided a much-needed opportunity for our membership to reconnect, renew relationships, and strengthen our individual and group commitments to recovery in the statewide California legal community.

4. Promotion, Development and Support of Statewide Legal Recovery Community

The Other Bar develops and maintains a statewide attorney recovery community facilitating opportunities for networking and support. We organize and host an annual meeting each spring, attended by many members, their spouses and families. Separate three-day retreats in the fall for men and women in recovery attract members and newcomers alike. These events emphasize recovery related workshops aimed at sharpening and maintaining the tools and skills necessary for successful long-term sobriety. Additionally, members new to recovery are welcomed, and attendance serves for many as not only an introduction to the Other Bar, but also an invaluable reintroduction to the mainstream of social and professional life. For this reason, scholarships are made available to those whose financial circumstances would otherwise preclude their participation.

5. Recovery Presence at CLA and Other Major Statewide Conventions

Large, multi-day professional gatherings present a serious challenge to the recovering attorney. These events frequently are infused with drinking opportunities: receptions, dances, dinners and parties where imbibing is encouraged and the drinks are free. The Other Bar has long offered sober attendees a refuge and safe harbor in the form of a hospitality suite at the conference site. The suite is hosted by the consultants. All are welcome, confidentiality is respected, food and non-alcoholic beverages are provided, and three meetings a day are conducted. Attendees are provided with key cards to the suite in the event that they simply need a risk-free place to rest and relax in between their scheduled events.

6. Support, Testimony and Character References for Disciplined Attorneys

When attorneys involved in discipline become Other Bar members in good standing, they develop relationships that provide established members with the opportunity to gain valuable insight into the rigor of their recovery program, their commitment to sobriety, and the quality of their moral character. This can lead to support in the form of letters of reference, and occasional character witness testimony at state bar court and other proceedings. The consultants routinely perform this service, which gives the court valuable first-hand insight into the matters at issue. The Other Bar is known and respected by the State Bar court, as well as state superior courts and federal courts. It is not unusual for Other Bar character letters and testimony to play a significant role in affecting the disposition of discipline and criminal matters, and numerous trial transcripts include judicial statements on the record reflecting reliance on the credibility of Other Bar endorsements.

SUMMARY OF THE NUMBER OF CLIENTS SERVED, THE MODALITY OF TREATMENT, AND ANY OUTCOME DATA ON THE IMPACT OF THE TREATMENT [Section 6140.9(c)(4)]

It is not possible or appropriate to describe the “modality of treatment” utilized by the Other Bar, since the organization is not a primary treatment provider. The organization serves first as a point of entry for attorneys needing free, confidential assistance; responding to hundreds of requests for help annually by offering guidance and feedback regarding the situation, and outlining available options; and, second, as a source for ongoing, regular mutual support peer group meetings (with statewide attendance estimated at nearly one thousand attorneys) which are universally acknowledged as instrumental to long-term positive recovery outcomes.

The Other Bar is independent, secular, and unaffiliated with any other organization, although we consider ourselves to be a bridge to other available recovery groups and practices*. The organization takes a pragmatic approach, neither endorsing nor enforcing adherence to any particular doctrine or philosophy of recovery. Members are encouraged to explore and engage with whatever available treatment options and modalities best suit their individual circumstances and needs. Years of collective experience have taught that this approach is best suited for the attorney population we serve. Due to the primacy of concern for confidentiality, no records are kept regarding individual “outcomes”, although the totality of the information included in this report should serve to provide insight into the scope, range and effectiveness of our services.

*It should be noted that the Other Bar has developed an informal but mutually advantageous relationship with the Lawyer Assistance Program. The LAP frequently refers its client to the Other Bar to satisfy their meeting requirements, and the Other Bar’s consultants encourage new callers to participate in the LAP where appropriate.

Continued Law Student Outreach

The Weekly Statewide Law Student Meeting of The Other Bar via Zoom

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The Other Bar

**Supporting Recovery In the
Legal Community**

The Other Bar has been providing confidential recovery services for lawyers, judges, and law students for over 40 years, primarily through peer support meetings.



Our organization is founded on the principle of anonymity and provides services in STRICT CONFIDENTIALITY.

The stress, pressure, and competition that law students contend with on a daily basis can be overwhelming. If you feel that you have an unhealthy relationship with alcohol or other substances or behaviors, you are not alone.

The Other Bar is now holding a weekly one-hour statewide law student meeting via Zoom, on Wednesdays at 8:00 PM.

If you are interested in joining the meeting, contact us now!



lawstudents@otherbar.org



1 (800) 222-0767

Supporting Recovery In the Legal Community



The Other Bar

The Other Bar is a network of recovering lawyers, judges and law students throughout the state, dedicated to assisting others within the legal profession who are suffering from alcohol and substance abuse problems.

We are a private, non-profit corporation. Our organization is founded on the principle of anonymity and provides services in strict confidentiality.



8:00-9:00 p.m.



Wednesday Night Statewide Law Student Meeting

This weekly meeting is specifically intended to support law students through the unique challenges surrounding the law school setting; however, all recovering alcoholics and addicts in the legal profession are welcome!

To Attend ✉ lawstudents@otherbar.org / 1 (800) 222-0767 (available 24/7)

Become a Member!

- 24/7 Confidential Support Line
- Library of Recovery Resources
- Online & Live MCLE Programs
- Event Scholarships and Help with Treatment
- 30+ Free Online Meetings per Week
- Men's & Women's Retreats
- Statewide Networking Conference

Contact The Other Bar Now!



+1 (800) 222-0767



lawstudents@otherbar.org



www.otherbar.org



The Other Bar



ABOUT US

VIDEO TESTIMONIALS

Learn about The Other Bar's Impact on the Lives of Our Members

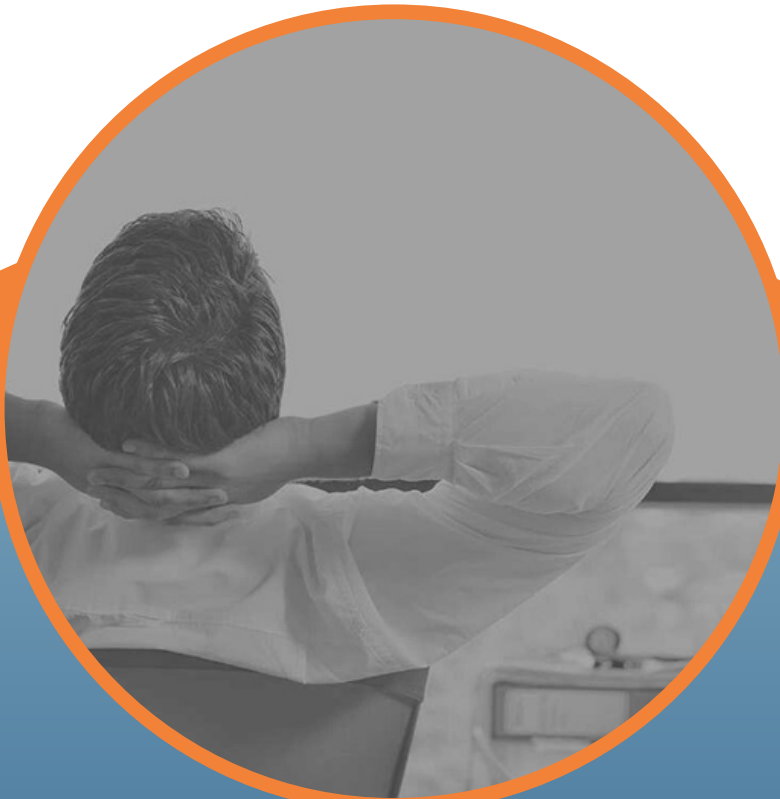
RESOURCES

For More Information Follow the Hyperlinks Below

SUFFERING IN SILENCE:
THE SURVEY OF LAW
STUDENT WELL-BEING
AND THE RELUCTANCE OF
LAW STUDENTS TO SEEK
HELP FOR SUBSTANCE
USE AND MENTAL HEALTH
CONCERNS

THE OTHER BAR
ZOOM MEETING
LIST

DRUG AND
ALCOHOL
ABUSE IN
THE LEGAL
PROFESSION



WE ARE AVAILABLE 24/7



lawstudents@otherbar.org



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www.otherbar.org



Substance Abuse Self-Test

USE THIS QUESTIONNAIRE TO ASSESS ALCOHOL AND/OR
CHEMICAL DEPENDENCY PROBLEMS

The Other Bar

1. Are my associates, clients, or support personnel alleging that my alcohol/drug use is interfering with my work?
2. Do I plan my office routine around my alcohol/drug use?
3. Am I fooling myself into believing that drinking at business lunches is really necessary?
4. Do I ever feel I need alcohol/drugs to face certain situations?
5. Do I frequently use alcohol/drugs alone?
6. Because of my alcohol/drug use, have I ever had a loss of memory when I was apparently conscious and functioning?
7. Has my ambition or efficiency decreased since I began to drink or use drugs?
8. Do I ever use alcohol/drugs before meetings or court appearances to calm my nerves, gain courage, or improve performance?
9. Do I want, or take, alcohol/drugs first thing in the morning?
10. Have I missed or adjourned closings, court appearances or other appointments because of my alcohol/drug use?
11. Due to my use of alcohol/drugs, have I ever felt any of the following: fear, remorse, guilt, real loneliness, depression, severe anxiety, terror, or a feeling of impending doom?
12. Is alcohol/drug use making me careless of my family's welfare or of other personal responsibilities?
13. Does my alcohol/drug use lead me to questionable environments or acquaintances?
14. Have I neglected food, hygiene, health care?
15. Have I ever neglected my office administration or misused funds because of my alcohol/drug use?
16. Am I becoming increasingly reluctant to face my clients or colleagues in order to hide my alcohol/drug use?
17. Have I ever had the shakes, the sweats, or hallucinations as the result of my alcohol/drug use?
18. Do I lie to hide the amount I am drinking or using drugs?
19. Could disturbed or fitful sleeping be the result of my alcohol/ drug use?
20. Have I avoided important social, occupational or recreational activities as a result of my alcohol/drug use?

IF YOU HAVE ANSWERED YES TO MORE THAN ONE OF THE ABOVE QUESTIONS, IT IS TIME TO SEEK HELP. YOU DO NOT HAVE TO MANAGE IT ALONE. DON'T PUT OFF CALLING WHILE YOU ARE TRYING TO DECIDE WHETHER THINGS ARE BAD ENOUGH. YOU DO NOT HAVE TO LOSE YOUR LICENSE, REPUTATION OR FAMILY BEFORE REACHING OUT FOR ASSISTANCE.