Highly Skilled Group Facilitators and Staff Assist Impaired Attorneys

<table>
<thead>
<tr>
<th>Facilitators</th>
<th>Locations</th>
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<tbody>
<tr>
<td>Kim Haveson, LCSW</td>
<td>San Jose</td>
</tr>
<tr>
<td>Paula S. Heegaard, MFT</td>
<td>Palo Alto</td>
</tr>
<tr>
<td>Gail Hromadko, MFT</td>
<td>Palm Springs</td>
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<tr>
<td>Dean S. Jamoff, PhD</td>
<td>Santa Barbara</td>
</tr>
<tr>
<td>Kim Nakae, MFT</td>
<td>North Hollywood, Pasadena, Tarzana, Woodland Hills</td>
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<tr>
<td>Kirby Palmer, LCSW</td>
<td>Claremont and Riverside</td>
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<tr>
<td>Doug Rolly, MFT</td>
<td>Fresno</td>
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<tr>
<td>Bryan Ryles, PhD</td>
<td>Woodland Hills</td>
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<tr>
<td>Lisa Spendlove, MFT</td>
<td>Seal Beach</td>
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<tr>
<td>Lee Ann Teaney, MFT</td>
<td>Los Angeles</td>
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<tr>
<td>Len Wegiel, MFT</td>
<td>San Diego</td>
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<tr>
<td>Tim Willison, MFT</td>
<td>Sacramento, and Davis</td>
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What is the LAP? (continued from page 1)

The LAP offers all State Bar members short term counseling (up to three sessions free of charge) with a local therapist who specializes in working with legal professionals.

3 Offices and 43 Meetings

To provide for geographic coverage of the state, the Lawyer Assistance Program has staff in three locations: Los Angeles, Sacramento and San Francisco.

The LAP provides 43 professionally facilitated support groups that meet weekly in the following locations throughout the state:

- Agoura Hills · Berkeley · Chico · Claremont · Culver City · Davis · Fresno · Laguna Niguel · North Hollywood · Palm Springs · Pasadena · Redwood City · Sacramento · San Francisco · San Diego · San Jose · Santa Barbara · Santa Rosa · Seal Beach · Tarzana · Torrance · Tustin · Woodland Hills
- Beverly Hills
- North Hollywood
- Palm Springs
- Pasadena
- Redwood City
- Sacramento
- San Francisco
- San Diego
- San Jose
- Santa Barbara
- Santa Rosa
- Seal Beach
- Tarzana
- Torrance
- Tustin
- Woodland Hills

What is the Lawyer Assistance Program?

The Lawyer Assistance Program (LAP) of the State Bar of California is a confidential resource for every California attorney whose personal or professional life suffers from substance abuse or dependence and/or other mental health concerns such as depression or anxiety. The LAP provides a comprehensive program of professional support and structure including expert assessment, arrangements for therapy or treatment, professionally facilitated support groups, random lab testing and monitored continuous care. The Program also offers free short-term counseling to all attorneys to address stress, burnout, or career challenges. The Program works with family members, friends, colleagues, judges and other court staff who wish to obtain help for an impaired attorney.

Entering the LAP

Attorneys may enter the LAP during a pending disciplinary proceeding or voluntarily by self-referral. All participation in the LAP is completely voluntary and strictly confidential. An attorney who calls the LAP is assigned to a local Case Manager who is a licensed clinician experienced in the areas of substance abuse and mental health. The Case Manager immediately addresses any life-threatening issues, handles medical needs and provides emotional support. Cooperation exists between the LAP and complementary agencies. The State Bar Court Alternative Discipline Program refers attorneys with pending disciplinary proceedings and investigations related to the consequences of substance abuse or mental health issues to the LAP, with closely coordinated interaction between the two programs.
Answers to Frequently Asked Questions

(continued from page 2)

4. Abstain from all drugs including alcohol.
5. Meet with the Evaluation Committee periodically.
6. Maintain regular contact with a Case Manager.
7. Participate in lab testing on a random basis (typically for those with substance abuse disorders).
8. There may be additional and more specific recommendations depending on the needs of an individual participant, such as inpatient treatment or counseling for a specific problem. Successful completion of the program may be achieved with five years of participation.

What help is available to my spouse and/or other family members? Family members are strongly encouraged to participate in family treatment programs that may be offered in conjunction with primary addiction or mental health treatment. These disorders have a powerful impact on families. It is well known that education and support can be of great significance to family members and to the long-term well-being of the family as a whole.

In order to be eligible for the ADP, attorneys must be voluntarily entered into the program, whether by the attorney, by their practice group, or by the Oversight Committee. Also, many attorneys enter the program with no disciplinary involvement.

What is expected of me while I am in the Lawyer Assistance Program?

While participants receive participation plans tailored to their individual needs, there are general similarities. Some common recommendations are:

1. Attend several meetings of abstinence-based self-help groups (e.g., Alcoholics Anonymous, the Other Bar) each week (for those with substance abuse disorders) or attend therapy sessions (for those with mental health disorders).
2. Begin or continue individual therapy with a therapist approved by the LAP.
3. Attend LAP group meetings each week.

2002–2003 Intake Calls

Increase in Self-Referrals

Since the inception of the Lawyer Assistance Program there has been a steady increase in participation in the program by attorneys not facing disciplinary charges before the State Bar. The charts below show that the number of attorneys entering the program with no disciplinary involvement has increased from 36 percent in 2002-2003 to 73 percent in 2005.

2004 Intake Calls

2005 Intake Calls

Lawyer Assistance Program

Maintains Confidentiality

The following information is based on questions that are commonly raised by attorneys considering entering the LAP.

How do I know that my participation in the LAP will be kept confidential? Business & Professions Code § 6232 (d) states that “…(A)n attorney who is not the subject of a current investigation may voluntarily enter, whether or not the subject of a current investigation, into a diversion and assistance program on a confidential basis. Confidentiality pursuant to this subdivision shall be absolute unless waived by the attorney (emphasis added)."

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The distribution of mental health and substance abuse diagnoses among participants in the LAP is shown in the chart at right. More than two-thirds of participants have a mental health diagnosis; this number continues to be much higher than originally anticipated. As would be expected, staff give a great deal of attention to mental health issues.

During 2005, thirty-seven (37) percent of participants had a substance abuse diagnosis without a concurrent mental health diagnosis. Thirty-five (35) percent of participants had a mental health diagnosis without a concurrent substance abuse diagnosis. Twenty-eight (28) percent had both mental health and substance abuse issues. Feedback from LAP participants confirms that benefits are derived from the combined group meetings.

What help is available to my spouse and/or other family members? Family members are strongly encouraged to participate in family treatment programs that may be offered in conjunction with primary addiction or mental health treatment. These disorders have a powerful impact on families. It is well known that education and support can be of great significance to family members and to the long-term well-being of the family as a whole.

For the spouse of the chemically dependent person, we regularly refer to Al-Anon as the primary recovery resource. Adult children can benefit enormously from participation in an Adult Children of Alcoholics (ACA) or Al-Anon group. For younger children, Alateen is a great source of comfort and support. Increasing numbers of communities have groups such as Alateen for very young children. These can be found in your local telephone directory.

For family members of those with a mental health disorder, local mental health organizations provide many support groups. These organizations can be contacted through your local mental health association. The LAP is able to help establish contact with these organizations.

Therapy sessions for those with mental health disorders are usually paid for by the attorneys themselves or through insurance. The cost of therapy sessions for those with substance abuse disorders is usually paid by the LAP.

LAP Addresses Mental Health Issues

2005 Participant Diagnoses

Dual Diagnosis 37%
Substance Abuse 28%
Mental Health 35%