



We've Moved! See Page 2

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*Treatment Works;
there is hope.*

Conference Focused On Law Schools, Substance Abuse Dependency Planned

The Lawyer Assistance Trust will be hosting a conference on June 24, 2003, following up on the recommendations made in the 1993 Report of the Association of American Law Schools (AALS) Special Committee on “Problems of Substance Abuse in Law Schools” [For further information on that Report, see the article on page 6]. The LAT will co-sponsor the event “Meeting Our Responsibilities: Substance Abuse and Law Schools” with the ABA, the Lawyer Assistance Programs and bar associations in the Northeast United States: Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, Connecticut, New York, Pennsylvania and New Jersey. In these nine states, in 2002 there were 38 law schools with 31,665 students enrolled.

The initial planning committee consisting of Bonnie Waters, Director of the Massachusetts Lawyers Concerned for Lawyers Program; William Kane, Director of the New Jersey Lawyer Assistance Program; Eileen Travis, Director of the Lawyer Assistance Program for the Association of the Bar of the City of New York; Ken Rosenblum, Associate Dean of Student Affairs at Touro Law School; and Barbara Smith, Executive Director of the LAT, met recently to map out a program.

Chief Judge Judith S. Kaye of the New York State Court of Appeals will welcome the participants to the event which will take place at the headquarters of the Association of the Bar of the City of New York. Panels of experts will discuss the current impact of substance abuse in law schools and the obstacles to implementing drug and alcohol policies at law schools. A final panel will focus on the elements of a successful policy and provide information on innovative programs.



Seated (L-R) Bonnie Waters, Barbara Smith; Standing, Eileen Travis, Bill Kane

The LAT will publicize additional information as further details are finalized and speakers are selected. ♦

ABOUT THIS ISSUE

*From the desk of
Barbara F. Smith, Executive Director*

The focus of news in this issue is the problem of alcohol and substance abuse in law schools. Along with information about our upcoming conference, you may read about the Report of the Association of American Law Schools Special Committee on the topic and the interview with Ken Rosenblum, Associate Dean of Students at Touro Law School, who describes that school's innovative response to the problem.

The Peter Sweisgood Dinner and Award, hosted in December by the Suffolk County Bar Association's Committee on Alcohol and Drug Abuse, was the scene of warm fellowship and recognition.

Notice our "advertisement" on page 7; it ran in the *New York Law Journal* in November, and several bar associations with lawyer assistance committees will publish the ad with their local information. Contact me if you're interested.

An action agenda from the NYSBA Committee, and information on resources round out this issue.

We welcome your feedback!

The Lawyer Assistance Trust News

This newsletter is published periodically to increase knowledge about the impact of alcohol and substance abuse in the legal profession and to provide information concerning activities of the Lawyer Assistance Trust, lawyer assistance services, and local lawyer assistance committees. The Trust welcomes letters to the editor and/or news articles that:

- expand knowledge of access to lawyer assistance services;
- describe programs and initiatives concerning alcohol and substance abuse in the profession;
- help to promote and advocate for lawyer assistance services in New York, and/or
- provide critical commentary and observation on current professional issues, social problems or legal/policy matters affecting access to lawyer assistance services.

Readers are also encouraged to send brief comments on issues covered in this newsletter or other points of interest that will extend dialogue on the topic of alcoholism and substance abuse in the legal profession. Please note submissions may be edited for style and length. Articles, letters, questions and comments should be directed to Barbara F. Smith, Executive Director, Lawyer Assistance Trust, 54 State Street, Albany, New York 12207; 518.432.8881; fax 518.432.8885; email: bsmith@courts.state.ny.us

LAT Full Agenda For 2003

*James C. Moore, Chair
Board of Trustees, Lawyer Assistance Trust*



The beginning of each New Year often inspires many of us to make lists of goals to be achieved and challenges to be addressed during the coming year. And so it has been with the LAT's Board of Directors and its Executive Director Barbara Smith. Through their planning, the LAT will address tasks in 2003 which range from modest to significant in scope. However, each task will help the Trust to fulfill the charge assigned to it by the judges of the Court of Appeals: to raise awareness of the problem of substance abuse in the legal profession and to support existing treatment programs and encourage the creation of new ones.

Some of the modest but nevertheless important challenges in which the Trust is engaged are those of establishing its own office (through the generosity of the New York State Bar Association, the Trust has been operating from small offices in the NYSBA's Albany headquarters) and to develop and maintain a website. Brochures outlining the scourge of substance abuse and the availability of help have been and are being fur-

ther developed for distribution at bar gatherings and at MCLE programs. Worthy research projects about substance abuse and new methods for treatment are being sought. And the Board has been and will continue to solicit and award grants for substance abuse prevention projects.

Two of the most important projects which the LAT will undertake in 2003 involve the creation of short video to be shown at MCLE programs about the issue of substance abuse, how to identify persons in need of help, and where to obtain help. A Board committee chaired by members Tim Foley and Jim Gavin are working with Barbara Smith and several county bar executives to develop the video and fund its production.

Of equal significance, is the Trust's plan to host a conference of law school deans in which the issue of the role which law schools can play in identifying and preventing substance abuse will be addressed. Representatives of law schools from all of the northeastern states will be invited to participate and several nationally prominent speakers have been invited to make presentations.

In short, members of the LAT's board and its director, Barbara Smith, and her assistant, Susan McDougall, have set an ambitious agenda for 2003 but one which should address the issue of substance abuse in the legal profession in a thoughtful and meaningful way.

Lastly, I would be remiss if I did not acknowledge the significant assistance during the LAT's initial period of operation of three retiring board members. John W. Keegan of White Plains, Jeremy Ann Brown of South Nyack and Eugene J. O'Brien of Smithtown have been thoughtful and creative contributors to the work of the LAT. Their considerable skills have not gone unnoticed and they will be missed. ♦

WE'VE MOVED!

The offices of the Trust have moved to 54 State St., Suite 803, Albany, 12207 (pictured at right). Please note the new phone number (518) 432-8881; fax number (518) 432-8885; and e-mail: bsmith@courts.state.ny.us Many thanks to the New York State Bar Association, which has graciously housed the staff of the Trust during the last year.



Peter Sweisgood Dinner & Award

The Suffolk County Bar Association hosted its fourteenth annual Peter Sweisgood Dinner on Thursday, December 12, 2002. The event is named to honor the late Reverend Peter Sweisgood, a member of the Benedictine Order, a former executive director of the Long Island Council on Alcoholism and a recovered alcoholic. Sweisgood was instrumental in assisting many Long Island professionals who were alcoholics, and he was particularly helpful to members of the legal profession and their families. He shared his knowledge with bar association members by serving on several association programs and panels.

Fourteen years ago, the Suffolk County Bar Association's Committee on Alcohol and Drug Abuse held a dinner meeting to honor Father Peter. Upon his death in the next year, a eulogist called him "a man's man and a priest's priest." As *Newsday* wrote, "[w]hat Sweisgood did best was talk to drunks. He talked to them in their homes, their cars, their hospital rooms and their cells. He spoke to them in hospitals, in rehabilitation clinics, in jails, in his office, on the phone and in the church basements where Long Island's Alcoholics Anonymous groups meet... He simply shared his experience and his knowledge of alcoholism, and crowded rooms grew silent, and people listened. He preached redemption on the installment plan, renewable in increments no longer than a day, and sometimes as short as an hour or even minutes. He was always just a phone call away from anyone who needed help... He could convey hope to the hopeless, and he did that on a daily basis." 1

The Committee decided to celebrate Sweisgood's legacy by holding an annual dinner honoring a member of the association or other person who had made a significant contribution and who was instrumental in assisting members afflicted with alcoholism or drug dependency. Some previous award winners include: past Suffolk County Bar President and Lawyer Assistance Trust Member Gene O'Brien; Ray López, current New York State Bar Lawyer Assistance Program Director and Trust Member; Justice Lawrence J. Bracken, Frank A. Finnerty and Jane LaCova.

Richard Reid and Joseph Bisch, current co-chairs of the SCBA's Committee on Alcohol and Drug Abuse, hosted this year's program and presented the Sweisgood Award to **TIMOTHY DAVID FOLEY**, a member of the firm Foley, Frye and Foley of Utica and Old Forge. Foley is the im-

mediate past chair of the State Bar Association's Committee on Lawyer Alcoholism and Drug Abuse, a current member of the Lawyer Assistance Trust, and a former member of the Commission on Alcohol and Substance Abuse in the Legal Profession (the "Bellacosa Commission"). He has served on the Executive Council of the New York Conference of Bar Leaders since June 2000. As a member of the Oneida County Bar Association, he has served as the chair of the Lawyer's Assistance Program, past president of the board of directors (1999) and past chair of the ABA/AMA Partnership Program, which provides teams to schools to discuss the physical and legal ramifications of drug and alcohol abuse.

The inscription on Foley's plaque reads:

The Suffolk County Bar Association Lawyers' Committee on Alcohol and Drug Abuse presents the Peter Sweisgood Award to Timothy David Foley, Esq., in recognition of his dedication and significant contributions to the legal profession by his example of integrity, honor and professionalism.



(L-R) Ray López, NYSBA LAP Director; David Pflanzgraf, Keynote Speaker; Richard Reid, Suffolk Co. Bar Ass'n. Committee Co-Chair; **Tim Foley, Peter Sweisgood Award Winner**; Lynne Adair Kramer, SCBA President; Joseph Bisch, SCBA Committee Co-Chair.

David R. Pflanzgraf was the keynote speaker for the event. In his remarks, Pflanzgraf reflected on the history of the AA movement, the development of the International Lawyers in Alcoholics Anonymous and the interaction with the ABA Commission on Lawyer Assistance Programs. He noted several milestones in the lawyer assistance movement in New York, from formation of local committees through the appointment of NYSBA and ABCNY LAP Directors Ray Lopez and Eileen Travis to the work of the Bellacosa Commission, which resulted in the establishment of the NYS Lawyer Assistance Trust.

Pflanzgraf continued:

"I have heard AA defined as "the unwilling, led by

the unqualified, doing the impossible for the ungrateful." I have a quarrel with that definition. I am here tonight because I stand on the shoulders of persons whom I have been privileged to know and many whom I have never met.

I stand on the shoulders of those first, through AA's Bill Wilson and Bob Smith and Bill Dotson, as well as on the shoulders of others, including past Sweisgood Award recipients – my heroes Ray O'Keefe, Jack Keegan, Gene O'Brien, Gus Gianocchio, Bill Dugan, Ken Ackerman, Ray López and our late heroes Frank Gavin and Peter Sweisgood.

AA co-founder Bill Wilson wrote in the AA magazine "The Grapevine" many years ago of the nine attributes of a leader, which apply to the award recipient tonight, Tim Foley:

(1) Example – leaders don't have to be perfect, or paragons of virtue, but they have to be able to set a good example;

(2) Plans and ideas – leaders have good ideas, and ably make plans that people want to follow;

(3) The Buck stops here – leaders are responsible and protect the people working for and with them;

(4) Reasons – a leader always has good reasons for the actions proposed;

(5) Compromise – a leader has the ability to compromise with others so as to produce the best result possible;

(6) Criticism – good leaders can accept criticism and roll with it;

(7) Listen – a good leader will develop the ability to listen to others and actually hear what is being said;

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An Interview With **Ken Rosenblum,** Associate Dean for Student Affairs, Touro Law School

by Barbara F. Smith

Today I am speaking with Ken Rosenblum, Associate Dean for Student Affairs at Touro Law School. Would you explain the program that Touro has in the lawyer assistance area?



KR: For about the last 10 years we have recruited and appointed an on-campus student LAP representative.

The theory that underlies it is, law students are so sensitive about character and

admission issues that when they encounter a problem or an issue, or a friend or colleague encounters a problem or an issue, they are reluctant to disclose to the official administration. I felt if they were able to disclose to a student rather than the official administration, we would create a much greater likelihood that students, and in some cases staff and faculty members, would be channeled into a system where they could get appropriate attention and care.

I started by advertising for a LAP representative in an official weekly law school publication that I write. I recruited a person who had some background in this, and we appointed him as the student LAP rep. We advertised in our student paper that this person existed, what his telephone and e-mail address was, we indicated that this person was a resource through which members of the community could get questions answered, and referrals to assistance.

The first couple of students I recruited for this position had already been trained; they either had a background as MSW's, CSW's, and/or had some experience with 12-step programs.

While they never reported to me how many people had seen them, they, virtually all of them said, "yes I have been seeing people". In some cases people would come to me, and I would refer them to the student LAP rep.

These LAP reps were also very effective in encouraging teachers to make LAP issues a part of

the curriculum, something we also got involved in, officially. It's one thing for administration to tell a faculty member to do something, but it's quite another thing when that's accompanied by a ground swell of opinion, and requests from the students.

Having a student LAP rep has had a number of other benefits as well. One of the things that we've found is that some of the students who were first involved in this as student reps have now become involved, as practitioners, in LAP activities. Richard Reid, the Suffolk County LAP rep is a Touro graduate and was the on-campus rep. Avrom Robin, who is very active in the First Department, is a Touro grad. So it's been enormously helpful on a number of levels to have a student presence.

Another situation where this arises is, I will have a student come to me as the official, and disclose to me that he or she has a DUI arrest. And that's an opportunity for counseling, you say "is this your first one" or "is this your second one" and without being judgmental, I can say here is the LAP rep, it might be worth your while to meet with this person. So, it's created a resource where students get in the system, and the people who do the LAP work move on and become active in the LAP community after they graduate.

Do the student LAP reps recommend to students who come to them for help that they go for treatment, for example? Is there a range of options?

KR: Now that the system has matured, this is one of the reasons I am very eager to get involved at the State level, to be able to replicate this program at law schools throughout the State. To maintain confidentiality, I don't ask the LAP reps what exactly they've done, but now when I designate a LAP rep, I make sure the LAP rep contacts Ray López or somebody at the State or local level to make sure that person is fully informed of all the resources or programs that are available. I am certain that referrals to different types of treatment have occurred. I know that several of our reps were active in the 12-step programs and have become sponsors of people, who came to them through their activities. I know that specific

referrals are made — whether it is medical or psychiatric or LAP or to the local 12-step program — but I don't want to know the details. Students now are comfortable that I don't know the details because it doesn't become part of their official record.

Do you have a sense whether your student LAP representative works at all with faculty; does the faculty have issues?

KR: I know that over the last 20 years it is logical to assume that on a faculty of 35-38 we have had one or two people who have some kind of substance issue. I cannot tell you whether they have ever communicated with our student LAP rep. In some cases our student LAP reps, because we also have a part-time evening division, are not necessarily 22 or 23-year-old recent college graduates. Our current LAP rep is a physician, and past LAP reps have included an MSW, CSW, and a certified drug and alcohol abuse counselor.

I'm pretty sure that faculty members have had issues. I cannot say for certain that they have obtained appropriate counseling, but I am comfortable that we have put these notices out in the regular, official publication it posted, so the opportunity is certainly there. Because the visits of the Bar Association LAP reps have now become somewhat regularized, faculty members certainly have the opportunity to know about LAP and to have a person, in some cases identified as a physician or MSW, CSW, on campus, somebody who they can just put a note in his or her mailbox or send him or her an e-mail and get into the system. We have now arranged to have LAP information published in our student newspaper. We got permission from Ray López to reprint LAP materials and a LAP brochure in our student newspaper. It's out there in the community; it would be foolish to think that in any law school, that there are not faculty members who have substance abuse issues. I can't say positively that they've taken advantage of the lawyer assistance services, but the resource is there.

That's great. It seems to me that among the populations that are hard to reach, and not any of them are easy to reach, law school faculty seem to fall through a crack. Attorneys in firms or government settings, they are in a group that the LAP committees around the State can interact with.

The AALS Report Recommendations

In 1993 the Association of American Law Schools' *Special Committee on Problems of Substance Abuse in the Law Schools* examined the problems and developed recommendations to assist law schools in dealing with the problems. The Committee conducted two surveys, one of law school administrators and one of law students, to obtain information about the extent of substance abuse in law schools. The Report recognized the impact of federal legislation affecting law schools' substance abuse programs and policies, and it reviewed the policies and practices of law schools concerning substance abuse.

As the Report's Introduction states: "[t]he seeds of substance abuse by lawyers may be sown in law schools. Behavior patterns may be established in law school that lead to problems of addiction or impairment for lawyers later in their practice. In light of the seriousness of the substance abuse problem in the legal profession and the fact that behavior patterns that may lead to substance abuse often begin early in life, it is important that law schools provide their students with education about the problems of substance abuse and information about how to lead healthy and well-rounded professional lives."

The scope of confidentiality of information concerning a student's alcohol or substance abuse problem is a matter of great concern. As the Report stated: "[r]ightly or wrongly, the student may calculate that if he or she does not tell anyone about the problem, does not have it diagnosed, and avoids treatment, there is no obligation to disclose anything to a bar admission authority." The surveys undertaken indicate that "law students' concerns about confidentiality probably reduces significantly not only the number of students willing to self-refer but also the number who would report an impaired colleague." As a result the Committee recommended "that bar admission authorities limit their inquiries concerning an applicant's substance abuse problems or treatment for such problems to reasonably current information. . . In addition, bar admission authorities should be asked to provide assurances that the mere fact of past substance abuse will not lead to automatic denial of bar admission and that applicants presenting sufficient evidence of recovery will be admitted in some regularized way."

The report cites the impact of the Drug-Free Schools and Communities Act Amendments of 1989, Pub.L.No. 101-226 (December 12, 1989), which requires institutions of higher education that receive federal funds or participate in federal student loan programs to "certify that it has adopted and implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees."

To overcome the mixed record of law schools in dealing with alcohol and substance abuse, the Committee set forth the following specific recommendations concerning substance abuse programs for both law students and law faculty.

Law School Programs for Law Students

1. Even if its affiliated university has a substance abuse policy, a law school should promulgate its own supplementary written policy.
2. The law school should designate at least one person as substance abuse coordinator and highly publicize that designation.
3. The law school should institute an education program about the consequences and treatment of substance abuse. If resources permit, the school should seriously consider implementing a general wellness program
4. The law school should be prepared to intervene early to assist students with substance abuse problems.
5. Following intervention, a medical evaluation should be completed and the student should be advised regarding appropriate counseling and treatment.
6. The law school should consider adopting an alcohol policy.
7. Whatever disciplinary sanctions the law school adopts for substance abuse should be consistent with a disease model emphasizing counseling and treatment.
8. The law school should publicize its substance abuse programs to students, faculty and staff.
9. The law school should review the Americans with Disabilities Act (ADA) to ensure that the school's policies and practices comply with the requirements of the Act.
10. The law school should consider coordinating its internal substance abuse program with relevant lawyer assistance programs.
11. The law school should endeavor to persuade the relevant state bar admission authority to agree that:

- (1) the authorities will maintain the general confidentiality of substance abuse information divulged to them;
 - (2) any inquiries that bar admission authorities make concerning an applicant's history of substance abuse or treatment for substance abuse will be limited to reasonably recent events; and
 - (3) otherwise qualified applicants who are recovering from substance abuse will be admitted to practice.
12. At the national level, the Association of American Law Schools should cooperate with the American Bar Association Section of Legal Education and Admission to the Bar and with the National Conference of Bar Examiners to urge bar admission authorities to provide assurances that otherwise qualified applicants who are recovering from substance abuse will not be denied admission to practice.
13. A law school should inform its students of the substance abuse policies of the bar examiners in the jurisdictions where its graduates most frequently apply.

Law School Programs for Faculty

14. The law school or affiliated University should have a written policy regarding faculty substance abuse.
15. The written faculty policy should be communicated on a regular basis to faculty members.
16. The law school should have a plan for dealing with an impaired faculty member.
17. A person should be identified as responsible for implementing the faculty substance abuse policy.
18. The plan in the law school should provide for early, informal intervention.
19. The health insurance program for law school faculty should be reviewed to ensure that it covers extended treatment of substance abuse problems
20. Disciplinary action should be employed only as a last resort, as a sanction to ensure that a faculty member participates in a treatment program.
21. The law school should develop a close relationship with lawyer assistance programs that are available in the area. ♦

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Ken Rosenblum Interview

box and say to the professor of Professional Responsibility “here is your hour, teach it.”

Well, in fact, developing a curriculum is one of the Bellacosa Commission’s recommendations for the Trust to do. It’s on our list, so perhaps with your input . . .

KR: I volunteer for that as well . . .

. . . we will make that a reality sooner rather than later, which would be great.

KR: Another message for Law Schools, I’m remiss in this, a light just went on, on the way here. Law Schools need to link their web sites to the LAP web site.

What a good idea!

KR: It’s got to be right there, it’s got to be on every web site. . .

I like that plan. Thank you for all your ideas. ♦

NYSBA Committee News

By Charles W. Beinbauer

The State Committee will be very busy in the coming year. Hundreds of news papers around the State and the nation recently published an article on attorney depression describing the role of the Lawyers Assistance Program and the



NYSBA Committee in addressing the problems experienced by attorneys suffering from depression, as well as alcoholism, substance abuse and other illnesses that affect the profession. As a result, we have already experienced an increase in referrals, and we believe that will continue over the next several months. Additionally, Lorraine Power Tharp, President of NYSBA and Pat Bucklin, Executive Director of NYSBA, have contacted the Section and Committee liasons to inform them about the services we can provide. To assist the Sections and Committees, we prepared an article containing information about the LAP and the Committee for use in their newsletters. Thanks to the impact of these articles, coupled with the changes in disciplinary rules now under consideration that will allow Grievance Committees to establish diversion programs for attorneys suffering from alcoholism or drug addiction; a new statewide poster/Bar Journal ad campaign to increase awareness; and our Committee members’ continued outstanding efforts to reach out to suffering attorneys, judges or their staffs, there should be ample opportunities to contact attorneys and to serve as monitors for the Grievance Committees and Courts throughout the State.

To prepare for the projected increase in monitoring assignments, we will conduct two monitor training sessions in the spring of 2003, one in Nassau County and the other in Monroe County. We are putting together the programs in close conjunction with Bill Hammond and Eileen Travis of the City Bar of New York LAP, which conducted a training program last year.

In addition, the Committee and local LHL groups have many events planned for 2003 - starting with Erie County’s Holiday party on January 3, 2003; a Committee meeting in NYC on January 24; monitor training in March; the Spring Conference at Silver Bay, Lake George on May 16, 17 and 18; a Committee meeting at Cooperstown on June 20; the 12 Step Seminar in Buffalo, NY on August 8, 9 and 10 [led by Jack Corderman of Hagerstown, MD and featuring the presentation of the Second Annual Sandy Kulick Award]; the Committee meeting in Albany on November 7, and the Peter Sweisgood Dinner in Suffolk County in December.

I note that at the Spring Conference, we are planning a CLE presentation involving intervention and the ethical issues raised as a result of attorney misconduct due to alcoholism and/or substance abuse. Two of the speakers will be Laurie M. from Buffalo and Richard S. from Boston. Also, the Committee will be presenting the Frank Gavin Award - this year’s recipient is Jack Keegan.

Throughout the year Committee members will continue to make presentations to groups of judges, district attorneys and others at a local level. We are also planning a golf outing in Central New York for a day of fun, fellowship and sport that will probably be held in July.

Local LHL committees and Bar Associations in counties that do not have an LHL committee are urged to contact the Committee for presentations or outlines and information to use in making presentations to their bar associations and other committees. ♦

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Sweisgood Dinner & Award

(8) *Vision – even though we live a day at a time emotionally, leaders need to have foresight and the ability to plan for the future;*

(9) *Prayer:*

Our co-founder believed in the efficacy of prayer and in the book Alcoholics Anonymous he wrote ‘see to it that your relationship with Him is right and great events will come to pass for you and countless others.’

We know that Tim’s relationship is right because this evening is surely a great event for him and for us. Congratulations Tim, and thank you for letting us share this evening with you.”

I Newsday, July 2, 1989, page 11. ♦

Do You Suffer From Alcohol or Substance Abuse?

Free, Confidential Help is Available

Do You Know Someone Who Suffers From Alcohol or Substance Abuse?

If you need or want to arrange for help, call any of the following:

**New York State Bar Association
Lawyer Assistance Program
800-255-0569**

♦

**Association of the Bar of the City of New York
Lawyer Assistance Program
212-302-5787**

♦

**Monroe County Bar Association
Lawyers Concerned For Lawyers Committee
585-234-1950**

♦

**Erie County Bar Association
Lawyers Helping Lawyers Committee
716-852-8687**

LAT
NEW YORK STATE

This advertisement is sponsored by the New York State Lawyer Assistance Trust, an agency of the unified court system created to bring statewide resources and awareness to the prevention and treatment of alcohol and substance abuse in the legal community. Barbara Smith, Executive Director.

Resources

Where do you turn? Friends, family members and colleagues can play a role in identification and treatment of an addict by becoming familiar with the symptoms of the disease. The organized bar has several alternatives for obtaining assistance.

The New York State Bar Association has a full-time Director of the Lawyer Assistance Program, **Ray López**. He may be reached at: 800-255-0569, available 24/7.

Eileen Travis is the Director of the **Association of the Bar of the City of New York's** Lawyer Assistance Program. She may be reached at (212) 302-5787.

You need not be a bar association member to receive their Free, Confidential advice. All LAP services are confidential under Judiciary Law §499.

Ten county bar associations have volunteer committees who can provide advice and support to lawyers suffering from alcohol and substance dependency:

Brooklyn [Kings County] Bar Association: Lawyers Helping Lawyers Committee
Sarah Krauss (718) 643-3174

Erie County Bar Association:
Lawyers Helping Lawyers Committee
Katherine S. Bifaro..... (716) 852-8687

Monroe County Bar Association:
Lawyers Concerned for Lawyers Committee
John Crowe..... (585) 234-1950

Nassau County Bar Association:
Lawyer Assistance Program Committee
Henry Kruman.....(516) 599-6420
24 hour crisis hotline.....(888) 408-6222

New York County Lawyers Association:
Committee on Substance Abuse
Andral Bratton.....(212) 401-0748

Oneida County Bar Association:
Lawyer Assistance Committee
Tim Foley..... (315) 733-7549

Onondaga County Bar Association:
Lawyer to Lawyer Committee
Kenneth Ackerman..... (315) 233-8203
or **Noreen Shea**..... (315) 476-3101
Lawyer Assistance Program
24 hour crisis hotline..... (315) 451-3886

Schenectady County Bar Association:
Lawyer Assistance Program Committee
Vincent Reilly..... (518) 388-4350

Suffolk County Bar Association:
Committee on Alcohol and Substance Abuse
Co-Chairs **Richard Reid**... (631) 286-3560
and **Joseph Bisch**..... (631) 439-4200
24 hour crisis hotline..... (631) 697-2499

Westchester County Bar Association:
Committee on Alcohol and Substance Abuse
John Keegan..... (914) 949-7227

Upcoming Events

January 23, 2003

LAT Trustee Meeting, New York City

January 24, 2003

Committee on Lawyer Alcoholism and Drug Abuse Meeting, New York City

March, 2003

Monitor Training

May 16-18, 2003

NYSBA Spring Retreat
Lawyer Assistance Committee
Lake George, NY [Silver Bay]
CLE focusing on intervention training, Frank Gavin Memorial Award and a featured speaker. For more information call Ray López, NYSBA LAP Director at (800) 255-0569 or via e-mail: lap@nysba.org

June 20, 2003

Committee on Lawyer Alcoholism and Drug Abuse Meeting, Cooperstown, NY

June 24th, 2003

New York State Lawyer Assistance Trust Conference "Meeting our Responsibilities: Substance Abuse and Law Schools" to be held at the Association of the Bar of the City of New York

If you have an event you would like to post, please contact Sue McDougall at (518) 432-8882 or smcdouga@courts.state.ny.us



New York State Lawyer Assistance Trust

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ADDRESS CORRECTION REQUESTED