



Federation of
Law Societies
of Canada

Fédération des ordres
professionnels de juristes
du Canada

March 2023 Law Society Wellness Initiatives

This scan was prepared in March 2023 and may not represent the current initiatives of any or all law societies.

1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

Yes.

There are several pages/sections of the website with relevant information, including the following (hyperlinked):

- [About Practice Advice](#)
- [Contacting a Practice Advisor](#)
- [CPD](#) (Professional wellness)
- [“Improving Mental Health in the Profession”](#) webpage (includes links to a variety of wellness resources, FAQs about LifeWorks, information and recommendation reports by the Mental Health Task Force, links to LSBC’s mental health forum)
- [Wellness and personal support](#) (goes to tabs for the LAP, Lifeworks and Equity Ombudsperson)
- [Alternative Discipline Process](#)

2. Is there a Lawyer Assistance Program for members (briefly describe)?

There are two:

Lawyers Assistance Program (“LAP”): LAP relies on a network of volunteers from the BC legal community. The Law Society funds this program as a service to the profession. The LAP provides confidential support, counselling, referrals and peer interventions for lawyers, their families, support staff and articled students who need help to deal with alcohol or chemical dependencies, stress, depression or other personal problems.

LifeWorks: The Law Society funds personal counselling and referral services through LifeWorks Canada Ltd. Services are confidential and available at no cost to individual BC lawyers and articled students and their immediate families. LifeWorks can help with life's questions, issues and concerns – handling stress, maintaining relationships, challenges at work, parenting and childcare, managing money, caring for an older relative or health issues.

3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

The LSBC Mental Health Taskforce (“MHTF”) was established in 2018. Its mandate includes identifying ways to reduce the stigma of mental health issues and developing an integrated mental health review concerning regulatory approaches to discipline and admissions. The MHTF’s [terms of reference](#) provide more specific direction on these roles and responsibilities.

The MHTF has developed 24 recommendations in four successive reports. These recommendations have been unanimously supported by the Benchers.



- [First Interim Report](#) (October 2018): 13 recommendations
- [Second Interim Report](#) (January 2020): 7 recommendations
- [Development of an Alternative to Discipline Process](#) (September 2021): 1 recommendation
- [Fourth Recommendation Report](#) (February 3, 2020): 3 recommendations

An [Implementation Report](#) was also issued in 2022, providing an update on the operationalization of all of the recommendation. Mid-year and year end reports are also regularly prepared for the Benchers and provide updates on the MHTF's work.

This work is all posted on the LSBC's "[Improving Mental Health in the Profession](#)" webpage (also linked above)

- 4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

See chart attached.

- 5. Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**

The last two strategic plans have included objectives pertaining to mental health, namely:

Past strategic plan: Improve the mental health of the legal profession by:
 (a) Identifying ways to reduce the stigma of mental health issues; (b) Developing an integrated mental health review concerning regulatory approaches to discipline and admissions.

Current strategic plan: Revise regulatory processes to support and promote mental and physical health

The Law Society's Equity, Diversity and Inclusion Advisory Committee is also considering some aspects of the National Study, in collaboration with the MHTF.



Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
1	Amend Rule 7.1-3 of the BC Code of Conduct to eliminate stigmatizing language and approaches re the “duty to report”	<p>The Mental Health Task Force and the Ethics Committee recommended amending the duty to report provisions of the BC Code. Problematic language was addressed through changes to both the rule and commentary, which were revised to address language that may have deterred some lawyers from seeking peer support for mental health or substance use issues based on concerns about the confidentiality of information shared with a lawyer-counsellor.</p> <p>Further Details: First and Second Interim Reports, Implementation Report</p>	<ul style="list-style-type: none"> • Complete
2	Remove the Medical Fitness Question on Admission Program application form	<p>The Mental Health Task Force recommended the removal of the medical fitness questions in the Law Society Admission Program application form. The questions were subsequently removed, and it was agreed that any replacement questions would be considered separately at a later date.</p> <p>Further details: First and Second Interim Report 2019 Mid-Year Report, Implementation Report</p>	<ul style="list-style-type: none"> • Complete (removal of questions) • In progress (consideration of replacement questions)
3	Amend the law firm regulation self-assessment tool	<p>The Mental Task Force recommended that the self-assessment tool developed for the purposes of law firm regulation include specific guidance encouraging legal employers to put in place policies, processes and resources to assist lawyers experiencing mental health and substance use issues, in recognition of the important role that access to appropriate resources can play in obtaining support and treatment.</p> <p>It is anticipated that the additional content will be included in final tool when rolled out to the profession (introduction of this initiative delayed by the pandemic)</p> <p>Further details: First Interim Report, Implementation Report</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing

Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
4	Host a Mental Health Forum	<p>The Mental Health Task Force recommended, and the Law Society held, in partnership with the CLEBC, a forum comprised three parts: a panel devoted to lawyers' lived experience of mental health and substance use issues, a series of sessions tailored to exploring opportunities and challenges for legal employers in addressing these issues and a panel of experts providing information about the mental health resources and supports available to lawyers. The event attracted over a thousand registrants, underscoring the leadership role the Law Society can play in facilitating dialogue and reducing stigma around these issues.</p> <p>Further details: Second Interim Report, Mental Health Forum</p>	<ul style="list-style-type: none"> • Complete
5	Expand the role for Practice Advisors to include confidential consultations about mental health and substance use issues	<p>The Mental Health Task Force recommended this measure as a means of reducing barriers to lawyers accessing support. The implementation of this recommendation has been addressed in a number of ways, including ensuring that Practice Advisors are promoted on the Law Society's website and other communications platforms as offering support for stress and personal coping mechanisms in addition to traditional forms of practice advice and providing Practice Advisors with enhanced training to assist them in fulfilling this expanded role.</p> <p>Further details: First Interim Report, Implementation Report</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing
6	Improve access to LAP and LifeWorks (member assistance program)	<p>The Mental Health Task Force recommended that, in an effort to reduce barriers to accessing support, lawyers no longer be required to use their Law Society username and password to connect with LifeWorks. Information about accessing these services is now prominently displayed on the Law Society's website and has been highlighted in a number of communications to the profession. Supplemental materials have</p>	<ul style="list-style-type: none"> • Complete



Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
		<p>also been developed to provide lawyers with additional details about the scope of LifeWorks' services in an effort to encourage use (e.g. FAQs)</p> <p>Further details: First Interim Report, Implementation Report</p>	
7	Enhance communications strategies in relation to mental health	<p>The LSBC has integrated addressing mental health and substance use issues into its overall communications strategy. Examples include:</p> <ul style="list-style-type: none"> • establishing a dedicated webpage profiling the work of the Mental Health Task Force; • coordinating a communications campaign for Mental Health Week • promoting resources to the profession; • developing communications relating to mental health issues in the Benchers' Bulletin, E-brief and Notice to the Profession and ensuring appropriate language is used in relation to these issues; • promoting participation in the Federation's National Well-Being study; • facilitating messaging from successive Law Society presidents in relation to mental health awareness; • hosting two virtual sessions on mental health and wellness during the pandemic; <p>providing regular reminders to the profession on the importance of being aware of, and addressing, their health and stress, as well as the availability of support services and other resources</p> <p>Further details: First Interim Report, Implementation Report</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing
8	Consider the role of CPD	The Mental Health Task Force recommended considering the merits of mandatory CPD in relation to mental health and	<ul style="list-style-type: none"> • Not being pursued at present

Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
		<p>substance use issues, with the goal of improving awareness and reducing stigma. Further collaboration with the Lawyer Development Task Force has not been pursued to date, as the focus of that Task Force has shifted to Admissions Program reforms.</p> <p>Non-mandatory professional wellness is eligible for CPD credit.</p> <p>Further details: First Interim Report, Professional Wellness CPD</p>	
9	Develop inclusive language resources	<p>The Mental Health Task Force recommended two approaches to promoting inclusive language, including in relation to mental health issues:</p> <ul style="list-style-type: none"> • develop best practice guidance (respectful language guidelines) for the profession on the use of non-discriminatory and non-stigmatizing language • update the LSBC’s internal style guide to support use of non-discriminatory and non-stigmatizing language to inform the work of staff, Benchers and non-Bencher committee and Tribunal members <p>Further details: Second Interim Report (resource for the profession expected to be made public March 2023)</p>	<ul style="list-style-type: none"> • Complete (best practice guide) • In progress (internal style guide)
10	Enhance the content of Bencher resources for articling student interviews	<p>The Mental Health Task Force recommended that the Bencher Orientation Manual and related materials were revised to ensure the use of non-stigmatizing language and to provide Benchers with supplemental information and resources in relation to these issues. Further work is contemplated to ensure that Benchers receive this information at regular intervals, rather than only during the initial orientation period, and to expand these materials in regard to substance use issues.</p> <p>Further details: Second Interim Report, Implementation Report</p>	<ul style="list-style-type: none"> • In progress

Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
11	Provide Law Society staff with mental-health related training and access to appropriate resources	<p>Pursuant to several of the Mental Health Task Force’s recommendations, training opportunities have been expanded for staff that regularly interact with licensees to ensure that they can skillfully respond to information or disclosures about mental health and substance use issues and emergent situations such as suicidal ideation. All new employees receive mental health and substance use training as part of their orientation and mental health CPD is promoted across the organization. Staff working in roles that are more likely to encounter a lawyer experiencing these issues are encouraged to participate in a more intensive set of training opportunities, including those addressing addictions, suicide alertness and mental health first aid.</p> <p>A comprehensive mental health resource is being developed for Law Society staff that includes information about training, resources and referrals.</p> <p>Further details: First Interim Report, Implementation Report</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing
13	Collaborate with law schools to enhance information about resources	<p>The Mental Health Task Force recommended that the Law Society consult and collaborate with BC law schools to improve the exchange of information about the availability of support resources for mental health and substance use issues within the profession and to assist students in transitioning to these supports from those provided during law school. Staff have subsequently met with counselors, career advisors and program administrators in each of BC’s law schools to identify opportunities to provide new entrants to the profession with information about the supports available within the profession to assist students in transitioning to these supports.</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing

Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
		<p>Similar information is shared with students during the PLTC, in presentations on the Law Society's Practice Advice program, and in upper year law school ethics course (via the Task Force Chair).</p> <p>Further details: Second Interim Report, Implementation Report</p>	
14	Alternative Discipline Process pilot project	<p>The Mental Health Task Force recommended the development of a process that focuses on remediation and rehabilitation, rather than traditional discipline, in circumstances where there is a connection between a health condition and a conduct issue that has resulted in a complaint investigation. A matter will only be referred to the ADP if it is determined that a health issue likely contributed to the conduct issue, the lawyer could benefit from remedial initiatives, and it would be in the public interest for the lawyer to engage in such remedial initiatives. Key features of the ADP include its voluntary nature and the confidentiality assurances associated with participation. The aim is to create a consent-based agreement, tailored to the lawyer's individual health and practice circumstances, which addresses both the conduct issue and the underlying health concern.</p> <p>Rules were developed and approved to support the operation of the program and an Alternative Process counsel supports the administration of the program, which currently has a number of participating lawyers.</p> <p>Further details: Recommendation on the Development of an Alternative Discipline Process and Law Society Rules Division 1.01 and the ADP webpage</p>	<ul style="list-style-type: none"> • Complete • Implementation is ongoing
15	Improve evidence-based understanding of mental	<p>This objective has been achieved by ensuring that all of the Mental Health Task Force's recommendations are informed by best available evidence (i.e. current reports, studies and</p>	<ul style="list-style-type: none"> • Complete

Law Society of BC Wellness Scan for the Federation: Activities (February 2023)

No.	LSBC Initiative	Details	Status
	health issues among BC lawyers.	<p>scholarship, feedback from the BC Centre on Substance Use, the Canadian Mental Health Association, the work of the US National Task Force on Lawyer Wellbeing, Law Society data). Recent recommendations (February 2023) have also been informed by the results of the National Wellness Study led by the Federation.</p> <p>Further details: Second Interim Report, National Study results</p>	<ul style="list-style-type: none"> • Implementation is ongoing
16	Pro bono support counsel roster pilot project	<p>The Mental Health Task Force recommended the creation of a roster of pro bono support counsel to assist with the resolution of “failure to respond” matters. The goal of this initiative is to enhance the support available to lawyers who, for reasons that may be related to health issues, do not respond to Law Society communications relating to regulatory matters.</p> <p>The two year pilot project was approved, in principle, in February 2023</p> <p>Further details: Fourth Recommendation Report</p>	<ul style="list-style-type: none"> • Complete (policy work) • In progress (operationalization of program)
17	Enhance awareness and access to resources via technology tools	<p>The Mental Health Task Force recommended that the Law Society develop or adopt expert systems tools to broaden the means by which licensees and applicants are aware of, and have access to, appropriate support, resources and referrals for mental health and substance use issues.</p> <p>This initiative was approved, in principle, in February 2023</p> <p>Further details: Fourth Recommendation Report</p>	<ul style="list-style-type: none"> • Complete (policy work) • In progress (operationalization of technology tools)

Law Society Wellness Environmental Scan: Law Society of Alberta

1. **Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

[Wellness specific resources](#) are available under the “Resource Centre” tab of the LSA’s webpage. Resources include LSA-specific programs, as well as resources touching on wellness in the practice of law.

2. **Is there a Lawyer Assistance Program for members (briefly describe)?**

Lawyer assistance programs are provided through the [Alberta Lawyer’s Assistance Society \(Assist\)](#). Assistance is available to licensees, articling students, law students, and their family members. Assist’s programming focuses on: professional counselling (free and confidential), peer support, education and awareness, and building communities of support, including groups for law students and new parents.

3. **Does the Law Society have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

The Lawyer Competence Committee’s mandate includes addressing wellness in the legal profession, which work is primarily supported by the Law Society’s Education department.

4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

The LSA has the following initiatives and programs:

- Including well-being as an essential domain for lawyer competence in the Professional Development Profile for Alberta Lawyers;
- Promoting wellness-specific CPD activities;
- Personnel training;
- Online resources;
- LSA-published materials;
- Supporting Assist and its services;
- Mentoring;
- Articling Placement Program; and
- Equity Ombudsperson.

5. **Is there any other information that might be relevant to understanding the law society’s considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**



In partnership with Assist, the Alberta Lawyers Indemnity Association and Canadian Bar Association – Alberta Branch, the LSA co-hosted a recent virtual event that included an overview of the results of the recent National Well-Being Study concerning lawyer mental health in Canada, discussions with lawyers who shared their experiences with mental health issues and efforts to reduce the stigma surrounding those issues in the profession. It also included sessions with mental health professionals who provided education and concrete tools and resources to take away from the event and incorporate in lawyers' daily lives and legal practices.

The LSA is currently reviewing the recommendations outlined in Phase I of the Well-Being Study's Report and considering how best it can contribute to broader efforts to better support lawyers.



Law Society Wellness Environmental Scan: Law Society of Saskatchewan

1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

Yes. Health and Wellness resources are found under the “For Lawyers & Students” tab on the homepage, including the information on the confidential assistance program, Lawyers Concerned for Lawyers (also highlighted under the “Resources & Support” tab on the homepage) and links to external resources such as the Canadian Mental Health Association, the Canadian Centre for Occupational Health and Safety, the Centre for Addiction and Mental Health, Government of Canada mental health resources, and related articles. <https://www.lawsociety.sk.ca/health-and-wellness/>

The Practice Advisor Program (for help on practice standards or management issues) is found under Lawyers and Students/Practice Resources on the home page. This service is free of charge for members. <https://www.lawsociety.sk.ca/for-lawyers-and-students/practice-advisor-program/>

We also do regular CPD, including short “byte-sized” educational offerings dealing with wellness issues for the membership. We believe that this needs to be a matter of continual focus given that the effect of stigma seems amplified in the legal-professional context.

2. Is there a Lawyer Assistance Program for members (briefly describe)?

Yes. The Lawyers Concerned for Lawyers (“LCL”) program offers free confidential assistance to lawyers, articling students, law students or their eligible family members affected by alcohol, drugs and other addictions; depression, anxiety and other mental illnesses; stress and other life-related problems; and any condition which negatively affects the quality of one’s life at work or at home. <https://lawyersconcernedforlawyers.ca/>. To achieve distance between the regulator and the member (with all its perceived implications), the Saskatchewan Lawyer’s Insurance Association administers the program on behalf of members with appropriate privacy walls in place.

3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

No. The Professional Standards Committee has a wide range of powers that it can wield outside of the discipline process to assist members who are experiencing difficulty. Practice conditions geared towards maintenance of mental health are imposed where necessary.

In December, the Society convened strategic planning discussions. Wellness was determined to be a significant priority and greater emphasis on tactics in the next Strategic Plan may drive the creation of a specific Committee to deal with wellness issues.

In addition, this year our Discipline Policy Committee will be involved in creating a wellness stream in our discipline processes.



4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

LCL, Practice Advisor programs, a wellness in discipline stream described above as well as further tactics to be determined in relation to strategic planning.

5. **Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**

We are working with the Saskatchewan Branch of the CBA to create a fall conference focussing on the National Study and available resources. We are hoping this will drive greater collaboration between our organizations on this front going forward.



Law Society Wellness Environmental Scan: Law Society of Manitoba

1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

Yes. Supports for Lawyers are found under the “For Lawyers” tab on the home page, which includes Health & Wellness resources, as well as information on the services of the Equity Officer, Practice Management Advisor, and Practice and Ethics Advisor.

<https://lawsociety.mb.ca/for-lawyers/> The Health & Wellness resources include links to the Employee Assistance program (see below), the Peer Support program (offering peer support, education, community, and liaison with professional therapeutic services), and the Health Recovery program (enabling lawyers to receive healthcare treatment and prevent practice problems when a mental health issue is linked to a lawyer’s conduct, offering a positive alternative to discipline). The resources also include a link to a Health & Wellness Library which has articles, blogs, video clips and law society programs.

<https://lawsociety.mb.ca/for-lawyers/supports-for-lawyers/health-wellness/>

2. Is there a Lawyer Assistance Program for members (briefly describe)?

Yes. The Law Society offers Employee Assistance and Wellness Solutions through an external provider, a free and confidential service for any well-being concerns including financial stress, relationships, mental health, family and parenting, addictions, and managing career transitions. The services are available to lawyers, articling students and their immediate family members. <https://lawsociety.mb.ca/for-lawyers/supports-for-lawyers/health-wellness/manitoba-blue-cross/>

3. Does the law society have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

Yes. The President’s Special Committee on Health and Wellness was struck in 2019-2020 to address members’ capacity issues and to recommend a framework for a diversion program for members who suffer from mental health issues that may affect legal practices. Although the committee has concluded its work, health and wellness remain a strategic priority and is embedded in our operations.

4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.

In May 2020, the Law Society benchers responded to a report of the Special Committee on Health and Wellness by confirming four priorities:

1. Examine admissions documents and remove stigmatizing language as it relates to mental health and addictions.
2. Develop a comprehensive plan for the implementation of a diversion program.
3. Through the CPD department, provide additional programming and access to existing resources on health and wellness.



4. Explore the feasibility of partnering with another organization that offers a range of resources including peer support.

The stigmatizing language has been removed from the admissions application. The “diversion program” and the “peer support program” have launched – see Health Recovery Program and Peer Support Program described above and the website has been expanded to include a wide variety of resources. All continuing professional development webinars include a wellness component and a link to resources on a loop for participants to view when waiting for the program to start. The Society also offers CPD on demand which includes a variety of mental health and wellness programs.

The Law Society has also incorporated into its Practice Management Assessment Tool (related to entity regulation) best practices for healthy work practices and supporting the wellbeing of staff.

5. Is there any other information that might be relevant to understanding the law society’s considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

The Law Society is working in partnership with the University of Manitoba, Faculty of Law, the Manitoba Bar Association, Law(yer) Strong (peer support program) and CPLED to pool resources and programming for lawyers, students and articling students.

The Law Society is exploring the development of a wellness challenge with managing partners of firms and leaders of legal departments in the province.

Commencing in October 2021, the Law Society has dedicated the October edition of our newsletter (the Communique) to wellness and health to coincide with World Mental Health Day. <https://lawsociety.mb.ca/about/news-publications/communique/>



Law Society Wellness Environmental Scan: Law Society of Ontario

1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

Yes. The Well-being Resource Centre <https://lso.ca/lawyers/well-being-resource-centre> is found under the “Lawyers” tab on the homepage. It includes wellness-related articles, research, and CPD; information on the Member Assistance Program (“MAP”); LSO practice supports including Personal Management Guidelines, the Coach and Advisor Network, the Practice Management Helpline, and Discrimination and Harassment Counsel services; and links to external wellness resources.

2. Is there a Lawyer Assistance Program for members (briefly describe)?

Yes. The Member Assistance Program is offered by an external provider, Homewood Health, which is independent of the LSO and LAWPRO, and provides confidential access to counselling, coaching, online resources and peer volunteers. Members can get professional help with issues related to addictions, mental or physical health, work-life balance, career, family and more. [https://lso.ca/lawyers/well-being-resource-centre/member-assistance-program-\(1\)](https://lso.ca/lawyers/well-being-resource-centre/member-assistance-program-(1))

3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

Yes, mental health and wellness matters are addressed by the LSO Member Well-Being Resources Group.

4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.

As referenced above, the LSO offers wellness-related CPD, resources and practice supports that are easy to access and free of charge through the Well-being Resource Centre. In 2021 and 2022, the LSO hosted the Mental Health for Legal Professionals Summit to both raise awareness and combat stigma among the legal community with regards to the impact of mental health challenges to the profession, and to provide practical strategies that licensees can implement to support their well-being.

Further detail on the practice supports is provided below:

- Personal Management Guidelines: provide strategies to recognize sources of stress and signs of mental illness and provides supports and resources to manage personal well-being in the legal profession <https://lso.ca/lawyers/practice-supports-and-resources/practice-management-guidelines/personal-management>
- Coach and Advisor Network: provides licensees with access to shorter-term, outcome-oriented relationships with coaches and advisors drawn from the professions <https://lso.ca/lawyers/practice-supports-and-resources/coach-and-advisor-network>



- Practice Management Helpline: a confidential telephone service to help licensees with questions about the Rules of Professional Conduct, the Paralegal Rules of Conduct, and other professionalism and practice management topics
<https://lso.ca/lawyers/practice-supports-and-resources/practice-management-helpline>
- Discrimination and Harassment Counsel: provides assistance to licensees, licensing candidates and members of the public who experience discrimination and/or harassment from lawyers or paralegals because of mental health or any other issues
<https://lso.ca/protecting-the-public/information-for-licensees/discrimination-and-harassment-counsel>

5. Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

One of LSO's priorities is the development of a Practice Essentials Course for all licensees who become sole practitioners on or after January 1, 2024. The course will equip sole practitioners with the requisite skills and knowledge to effectively operate their own practices and avoid errors that can lead to complaints and malpractice claims. Another benefit of the course will be to help legal professionals avoid the kind of negative interactions with clients, insurers and the regulator that can cause profound stress.

The LSO has also instituted a number of regulatory initiatives, which address licensee mental health and well-being including:

- Staff in the LSO's Professional Regulation division have received training on mental health and addiction issues.
- The Law Society Tribunal has implemented a new Failure to Co-operate rule, which in part responds to the fact that some licensees have unascertained mental health or substance use issues that may be affecting their ability to co-operate. The Rule was approved and implemented in the context of a broader initiative to establish a funded duty counsel program to provide early assistance to licensees at risk of facing a failure to co-operate conduct application. The assistance provided may help licensees better understand their rights and obligations, may direct licensees to available resources, and may lead to collaboration between the Law Society and counsel to address issues such as mental health or substance use.
- The Professional Regulation division also has a staff Capacity Advisor who provides information and consults on files where mental health or other capacity issues arise. The Capacity Advisor's work may include reviewing medical or other case-related information, discussing cases with other Professional Regulation staff, and participating in interviews.



1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

Yes, the Barreau has a dedicated [wellness page](#) on its website that is divided into four main areas:

- identifying mental health challenges and healing from them (articles & videos);
- breaking stigmas and fighting isolation (videos from legal professionals);
- The pulse of the profession (results of the 2019 mental health study, and the national study);
- Webinars and workshops on wellness; and
- Resources to guide lawyers who need to step away from their work

2. Is there a Lawyer Assistance Program for members (briefly describe)?

Yes, the Barreau offers [PAMBA](#) (Le Programme d'aide aux membres). This is a free, confidential program available to licensees, articling students, and students at l'École du Barreau who are experiencing mental health challenges.

It is available by email or phone 24/7, 365. Participants can choose for themselves the mental health professional they wish to receive services from and the PAMBA will pay for 6 session of the service every 6 months. Depending on the need, it can also be more sessions. If a participant does not have a mental health professional already identified, the PAMBA can help them find one.

3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

We have a Working Group on the Psychological Well-Being of the Lawyer. This group was created in 2019 following the publication of a study by Me Cadieux, and the mandate was as follows:

- a) Identify the specific measures that can be implemented by the Bureau du Québec for the benefit of its members, with the goal of:
 - ensuring or improving the psychological well-being of lawyers;
 - encourage discussion and awareness within the legal community
- b) Recommend to the Board of Directors the implementation of the measures recommended by the Committee.
- c) Monitor the implementation of measures adopted by the Board of Directors.



4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.

The initiative is similar to PAMBA, as described above.

The Barreau also offers a Respite Program (Programme Répit) which provides financial assistance to all self-employed lawyers to help reimburse fixed monthly office operating expenses during a wellness-related leave or the period of time for which no disability benefits are being received (see Feb. 23, 2022 Memorandum to Council).

The Barreau also offers an opportunity for licensees to seek a [waiver or reimbursement](#) of their mandatory insurance premiums during a wellness-related leave. Created a unique section on the Barreau du Québec web site « [L'Espace bien-être psychologique](#) » which offers tools, education and resources..

Deployment of many initiatives dealing with the awareness of mental health issues

- Video capsules featuring Judge Clement Gascon and other lawyers or experts have been produced, showing the challenges they have experienced in relation to their psychological health and how they got through it (breaking isolation and demystifying taboos) <https://espacea.ca/fr/bien-etre-psychologique/briser-tabous-isolement/>
- The Bâtonnière did a tour of Quebec law schools to discuss the importance of psychological health (awareness)
- Creation of free or low-cost training for members on mental health issues, including stress, anxiety and resilience management.
- New Répit program created, aimed at reimbursing a monthly payment of fixed office operating costs during a work stoppage related to mental and psychological health.
- Creation of a task force and training of Barreau employees who work with lawyers, articling students and students at the École du Barreau on the detection of psychological health issues and how to take them into consideration in the context of their duties.
- In order to ensure that issues relating to psychological well-being are considered as soon as lawyers enter the profession and considering that the École du Barreau is implementing an action plan on the psychological well-being of students, the working group and the École du Barreau are making sure to align their initiatives.
- Update and signing of a new Declaration on Work-Life Balance in collaboration with the Chief Justices of all Quebec courts: <https://espaceasaprod.blob.core.windows.net/media/1538/declaration-principe-conciliation-travail-vie-personnelle.pdf>
- The president of the Quebec Bar Association will intercede with the Bench in cases where members of the Bench behave inappropriately towards or make disparaging remarks to any member of the profession.



- Study and report on sexual harassment and violence within the legal profession + launch of a zero-tolerance campaign against sexual and psychological harassment in the workplace.
- New support program: The Legal Practitioner Support and Guidance Program (LPSGP) is available to members of the Bar and students-at-law who have experienced or witnessed discrimination or harassment in the workplace. The LPSGP offers a complete range of free services through an independent external firm with expertise and experience in providing support and guidance to victims or witnesses of discrimination and harassment.

COMING SOON: The upcoming “Humanizing the Practice” campaign will focus on the notion that a lawyer who is psychologically and physically well will provide more efficient services to his or her clients and, therefore, will better serve the general public. To achieve this, it is essential to promote goodwill amongst colleagues, to maintain healthy personal and professional habits and to pursue positive ways of disconnecting from work.

5. Is there any other information that might be relevant to understanding the law society’s considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

None noted.



Law Society Wellness Environmental Scan: Law Society of New Brunswick

1. **Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

No

2. **Is there a Lawyer Assistance Program for members (briefly describe)?**

Yes, via the CBA-NB. The Lawyers' Assistance Program (NBLAP) is a confidential service offering counselling, coaching and support to respond to any circumstance that affects one's health, well-being and professional life. Services are available in person, by telephone or online at no cost to members. Access to the Homewood website homeweb.ca resources, assessments and articles. NBLAP is available to New Brunswick lawyers, employees, judges, articling and law students and their families.

3. **Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

Not at the present time. On March 17, 2023, we anticipate that Council will create a Joint Committee composed of members of the Law Society, CBA-NB and the Faculty of Law to begin working on the recommendations released from the National Study on Wellness in the Legal Profession.

4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

Based on the LSNB's answers to the 2019 Federation wellness survey, it appears that the law society has the following programs or tools:

- Proposed Fitness to Practice program that would provide for alternative to the discipline stream. The amendments to our Act should be before the New Brunswick Legislative Assembly this fall.
- Bar Admission Program Sustainable Practice Course with mental health and wellness components
- Provides wellness CPD (audience must be primarily lawyers, and wellness issues addressed must be in legal practice context)
- Mental Health and Wellness in the Legal Profession (CBA online course)
- Statutory authority to require medical/psychiatric assessments
- As a small law society, the LSNB makes efforts to assist members if possible

5. **Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**

None



Law Society Wellness Environmental Scan: Nova Scotia Barristers' Society

1. **Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

Yes. Links to Wellness resources are available via the "Law Firm Management" section of the practice resources page, see: <https://nsbs.org/legal-profession/resource-search/>

In addition, there are resources on our LAP program website which is operated by Homewood Health. We also have peer counselling through our LAP committee which operates out of our insurance department. See: <http://www.nslap.ca/>

2. **Is there a Lawyer Assistance Program for members (briefly describe)?**

Yes. The Nova Scotia Lawyers' Assistance Program provides short-term counselling and health and wellness information to practising Nova Scotia lawyers, their staff and families who may be experiencing health or personal problems. All inquiries are confidential - available 24/7. Services are provided by Homewood Health™. The website is sited above.

3. **Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

The Fitness to Practice Committee accepts referrals from the Executive Director in circumstances when a complaint or direct report/self-report raises concerns about a member's capacity. The Complaints Investigation Committee can also make a referral to the Fitness to Practice Committee. The Fitness to Practice stream is a voluntary program that provides an alternative to the discipline stream. A member will only be entered into this program with their written consent.

4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

The NSBS has the following additional programs and tools:

- Provides or accredits wellness CPD
- Staff training
- Online resources
- Articles in law society publications
- Peer Counselling
- Legal Services Support
- Mentoring



5. Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

The Lawyers Assistance Program Committee is currently reaching out to law firms in an effort to gather information about the well being of their lawyers in an effort to devise strategies for assisting lawyers.

The Society has begun a new strategic planning process and is taking the FLSC Wellness Report into consideration when deciding what the pillars of that plan should be.



Law Society Wellness Environmental Scan: Law Society of Prince Edward Island

1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.

No. We are currently working on a new web site and consideration of additional information and resources for lawyers will be investigated.

2. Is there a Lawyer Assistance Program for members (briefly describe)?

Yes, via the CBA. The PEI Lawyers' Assistance Program provides lawyers, judges, law students and their family members with access to free and confidential one-on-one professional counselling services through [Homewood Health](#). Services assist with depression, addictions, grief, family troubles, financial or work difficulties. Free bilingual, confidential help 24/7.

3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.

In 2021 the Law Society of PEI established a Health and Wellness Committee. The mandate of the Committee is to promote and improve the wellness of members. The Committee has been actively keeping members informed on the findings and progress with the National Study on Mental Health and has hosted, with the CBA, continuing professional development seminars that focus on improved health outcomes through practice management tools. The Committee is involved with the programming for our Mid Winter and Annual Meetings, ensuring that there are offerings for members that focus on wellness. As an example, at the Mid-winter meeting in February 2023, attending members participated in mindfulness training with the Buddhist Nuns.

4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.

Law Society Mentorship Pilot Program for Articled Clerks – this new pilot program is designed to support articled clerks to develop practice management skills, professional judgement and to promote improved relationships among legal professionals.

The Law Society through the Health and Wellness Committee in 2021 looks for and promotes initiatives designed to improve the health and wellness of members.

The Law Society also has the following programs or initiatives:

- Provides or accredits wellness-related CPD
- Open-door policy for ongoing discussions and removal of stigma associated with mental health issues and the promotion of wellness generally
- Mentoring (lawyers)
- Online resources
- Referral to Practice Standards Committee (as alternative to discipline)
- Rebate of fees while on parental or disability leave



5. Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

No.



Federation of
Law Societies
of Canada

Fédération des ordres
professionnels de juristes
du Canada

Law Society Wellness Environmental Scan: Law Society of Newfoundland & Labrador

1. **Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

In addition to information on its [Wellness Program](#), the LSNL's website includes a "[Wellness Toolbox](#)" which is described as a "collection of knowledge, positive habits, and resources you can invest in to support your health and well-being, now and in the future."

2. **Is there a Lawyer Assistance Program for members (briefly describe)?**

The LSNL offers a [Professionals' Assistance Program](#) to licensees, their staff, articulated clerks, students, and their families. It is offered by a third-party provider and is available 24/7/365. It offers counselling, coaching, and online resources. Its services are confidential and at no cost to the user.

3. **Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

Promoting health and wellness is one of the pillars of the Law Society's strategic plan for 2021-2024. Development of the aforementioned Wellness Toolbox and a mandatory CPD session on Wellness were initiatives undertaken as a result of that plan. The Law Society also invited Chief Justice Strathy to present to Benchers and members on his perspective following the publication of "The Litigator and Mental Health". Benchers and staff of the Law Society continue to consider other opportunities to promote health and wellness in the profession.

4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

Promoting health and wellness is one of the pillars of the Law Society's strategic plan for 2021-2024. Development of the aforementioned Wellness Toolbox and a mandatory CPD session on Wellness were initiatives undertaken as a result of that plan. The Law Society also invited Chief Justice Strathy to present to Benchers and members on his perspective following the publication of "The Litigator and Mental Health". The Law Society also has a mentorship program and its Practice Management Review Program is focussed on providing guidance and support for members in the management of their practice. Benchers and staff of the Law Society continue to consider other opportunities to promote health and wellness in the profession.



5. Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?

The Law Society was successful in obtaining legislative amendments to allow for the creation of the Fitness to Practice Program/Committee. This program will provide an option for diversion from the traditional disciplinary stream where it appears that issues with respect to mental health and wellness are engaged.



Law Society Wellness Environmental Scan: Law Society of Yukon

- 1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

Yes. Links to the Lawyer Assistance Program and to Practice Advisors and Mentorship programs appear under the “For the Lawyer” tab on the homepage.

<https://lawsocietyyukon.com/for-the-lawyer/>

- 2. Is there a Lawyer Assistance Program for members (briefly describe)?**

Yes. The Yukon Lawyer Assistance Program (“YLAP”) is an informational, confidential referral and counseling service offered through an external provider. YLAP is designed to assist members of the legal profession who may be experiencing health or personal problems. <https://lawsocietyyukon.com/for-the-lawyer/lawyer-assistance-program/> The YLAP page also provides a link to the CBA Well-being resource.

- 3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

The Law Society of Yukon established the Lawyer Assistance Program Committee many years ago, which created the Lawyer Assistance Program. The Committee’s mandate is to make effective and timely assistance available to members of the legal profession who are dealing with issues such as health, addiction, stress/burn out, work, family or financial pressure through crisis line intervention and assistance, counseling and education. The Committee will also be reviewing the recommendations arising from the Wellness Study and making recommendations to the Executive with respect to wellness.

Otherwise, wellness issues may be address by the Fitness to Practice Committee in the context of the discipline process under the Law Society’s Rules.

<https://lawsocietyyukon.com/rules/>. The Law Society is in the process of restructuring the process for managing complaints following on the new Legal Profession Act, 2017.

- 4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

The Law Society has made available to its members Practice Advisors through the law societies of B.C. and Alberta and Mentorship programs through the Law Society of Alberta. Practice advisors help lawyers with practice and ethical advice. The two mentorship programs, Mentor Connect and Mentor Express, aim to improve the professionalism and success of lawyers through engagement with experienced counsel, to help realize their career goals and achieve greater personal and professional balance in their lives.

<https://lawsocietyyukon.com/for-the-lawyer/practice-advisors-and-mentorship-programs/>



Law Society Wellness Environmental Scan: Law Society of Northwest Territories

- 1. Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

Yes. Links to the Lawyer Assistance Program and the Practice Advisor Program appear under the “For the Lawyer” tab on the homepage. <https://lawsociety.nt.ca/>

- 2. Is there a Lawyer Assistance Program for members (briefly describe)?**

Yes. The Lawyer & Family Assistance Program (“LFAP”), via an external provider, offers short-term counselling services available in-person, by telephone or accessed through online e-counselling, for a broad range of concerns such as stress management, anxiety, depression, life transitions, relationship concerns, family conflict and parenting challenges, grief or bereavement, physical health issues and healthy lifestyle changes. The program also provides coaching services – Life Smart Coaching - to help manage everyday challenges. <https://lawsociety.nt.ca/for-lawyers/lawyers-assistance-program/> Also, on the LFAP page, links to wellness resources are provided, such as Wellness Together Canada, Anxiety Canada, and the Canadian Mental Health Association.

- 3. Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

The Law Society of the Northwest Territories has recently expanded our Social Committee to include Wellness initiatives in partnership with the Canadian Bar Association’s Northwest Territories Branch. The LSNT is in the process of finalizing a new Strategic Plan that focuses on Mental Health and Wellness in the legal profession.

Wellness issues may also be addressed in the discipline process, if applicable.

- 4. What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

The Law Society has an agreement with the Law Society of Alberta to allow members to use their Practice Advisors. The Practice Advisors provide assistance and advice to lawyers in the area of legal, ethical and practice concerns. They also provide information in relation to strategic planning, practice management, marketing, technology and office systems, with a key focus on the needs of sole practitioners and lawyers practising in smaller settings. <https://lawsociety.nt.ca/for-lawyers/practice-advisors/>.

- 5. Is there any other information that might be relevant to understanding the law society’s considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**

None



Law Society Wellness Environmental Scan: Law Society of Nunavut

1. **Are mental health and wellness resources available on the law society website? (Yes/no) Briefly describe the nature of the resources and provide links.**

No. Limited to a dedicated page to the Lawyer Assistance Program.

2. **Is there a Lawyer Assistance Program for members (briefly describe)?**

Yes, the LSN offers the [NU Lawyer Assistance Program](#) (NuLAP) through Alberta Assist.

Provides counselling and other support to Nunavut-resident lawyers, student-at-law (articling students), law students, judges and their families who have personal problems. NuLAP is funded by the Nunavut Branch of the Canadian Bar Association.

Since 2013, these counselling and peer-support services are free and provided by [Alberta ASSIST](#) (1-877-498-6898).

3. **Does the LS have a body addressing mental health and wellness (e.g., a working group, taskforce) ? If so, briefly describe it.**

No.

4. **What programs or initiatives has the law society adopted, or does it plan to adopt, to address issues related to mental health and wellness. Provide details and the status of each initiative where possible.**

Based on its answers to the 2019 Federation survey, it appears that, in addition to the Lawyer Assistance Program, the LSN adopted the following programs or initiatives:

- Accredited up to a maximum of 3 hours, wellness-related CPD;
- Peer counselling;
- Conferences and CPD events; and
- Diversion or alternative discipline stream as part of the Legal Profession Act ongoing overhaul.

5. **Is there any other information that might be relevant to understanding the law society's considerations and actions on mental health and wellness, including any partnerships with other organizations (where not already listed)?**

NTR.

