



VOLUNTEER TRAINING



In a Nutshell

TLAP is a free, confidential assistance program providing consultation, referral, intervention and crisis counseling for lawyers, judges, bar applicants and law students who are suffering with substance abuse, stress, or emotional health issues.

www.TLAP.org



We're Better Together: Lawyers Helping Lawyers



TLAP: Behind the Scenes

Tennessee Supreme Court Rule 33



HISTORY

TLAP

Agency Mission

The mission of TLAP is threefold:

1. to **protect** the interests of clients, litigants and the general public from harm caused by impaired lawyers or judges;
2. to **assist** impaired members of the legal profession to begin and continue recovery; and
3. to **educate** the bench and bar to the causes of and remedies for impairments affecting members of the legal profession.

TLAP Commissioners



Judge John Everett Williams

Commission Chair

Appointed by the Court, 2 year term

Judge Tom Woodall

Commission Vice-Chair

Elected by Commission, 1 year term

Mark Vorder-Bruegge

Treasurer

Elected by Commission, 1 year term

Organizational Structure and Staffing

TENNESSEE SUPREME COURT



TLAP COMMISSION
Appointed by Court



Laura McClendon- Executive Director

Appointed by Court

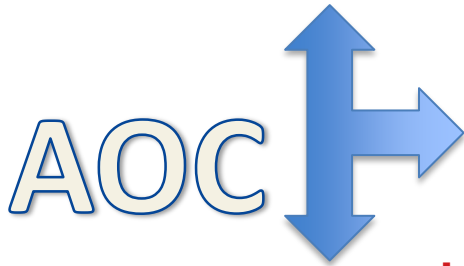


Ted Rice- Deputy Director



Emily Lacey- Program Coordinator

Kim Holliday- Program Assistant



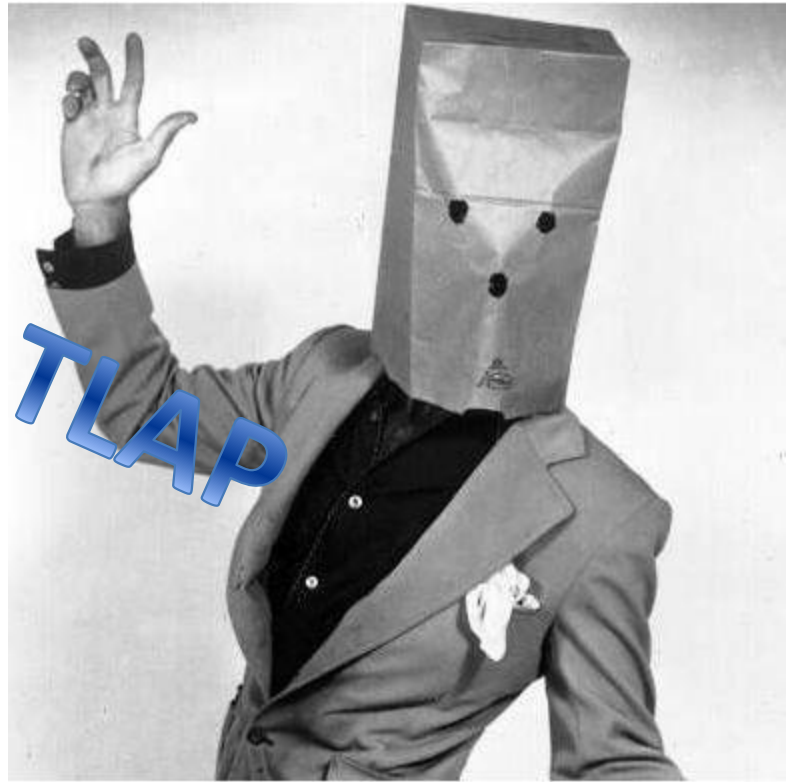


877.424.TLAP



ANONYMOUS

877.424.TLAP





877.424.TLAP



CARTOONSTOCK
.com

Search ID: mcan644

"I had a good share and tell, Ms. Gibbs, but my family made me sign a confidentiality agreement."

SERVICES

Consultation

Intervention

Referrals

Peer
Support

Monitoring

Support
Groups



Scary Statistics

21 % of the attorneys acknowledged that they are problem drinkers.

28 % struggle with depression.

19 % experience anxiety.

11.5 % have reported suicidal thoughts.

Substance abuse plays a role in **40 % to 70 %** of all disciplinary proceedings and malpractice actions against lawyers.

TLAP Referrals

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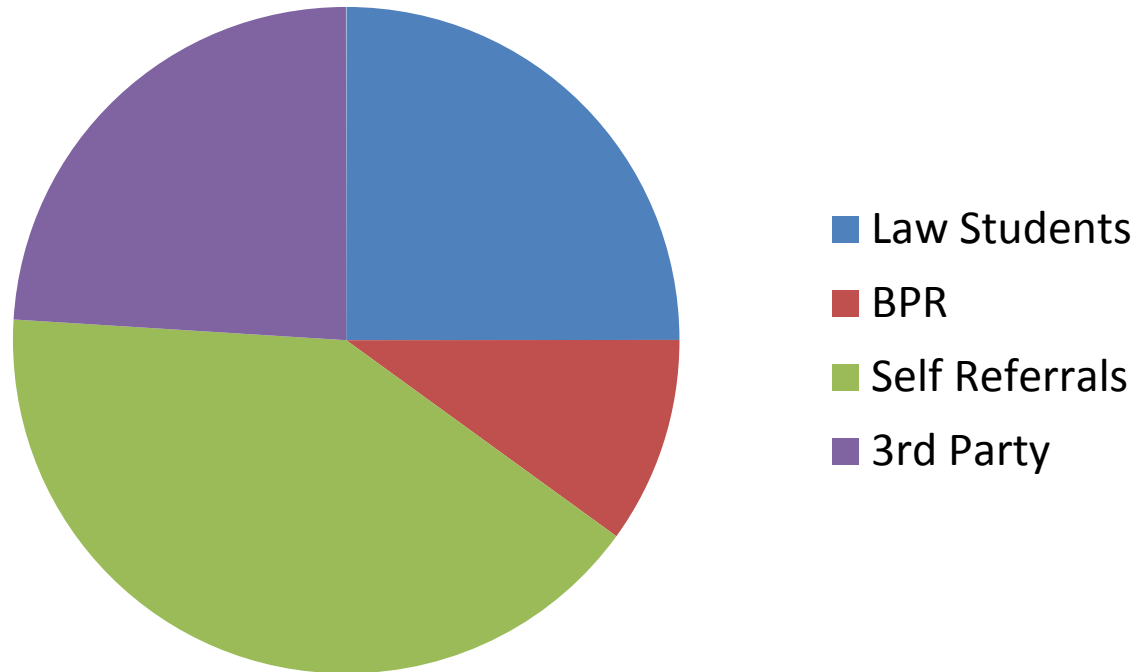
Self • 3rd Party • Firms

Law Schools

Board of Law Examiners

Board of Professional Responsibility

Referrals

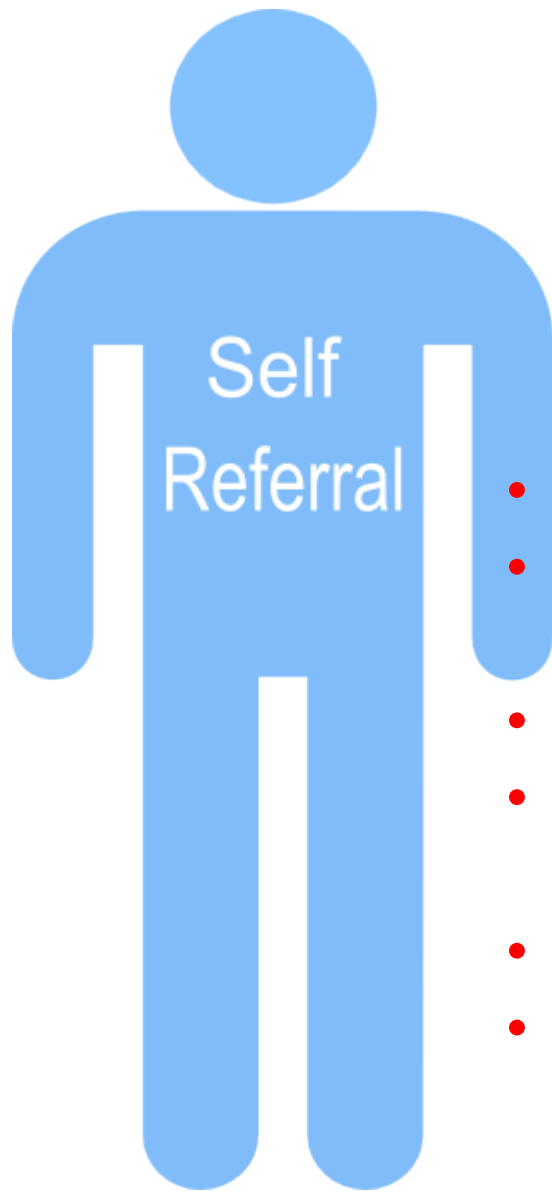


**What happens after someone has
been referred to TLAP?**



The 65%: Self and Third-party





- **Listen and/or consult**
- **Schedule an appointment with staff or volunteer**
- **Make a referral to outside resource**
- **Assist in goal making and accountability**
- **Include in activities**
- **Follow-up/check-ins**



CONSULT

**Discuss outreach
options**

**Anonymity &
Confidentiality**

**Review outreach
options**

Staff & investigate



Intervention strategies



**Factors Considered in all
referrals:**

Severity Index

Location

Volunteer Aid/Community

Resources



Intervention Letter (3 Kinds)
Appointment with Initial Assessment
Volunteer 12-step Call
Intervention



[Sopranos- Christopher's Intervention](#)



INVITATIONAL INTERVENTION

LAW SCHOOLS





BAR APPLICANTS



Tennessee Board of Law Examiners

Letters to Applicants, Phone calls from BLE, Staffing cases, Assessments, Recommendations

Character & Fitness

The only thing preventing me from punching you in the face right now is my intense fear of the character & fitness committee.

someecards
user card





Show Cause Hearing

Conditional
Admission





DISCIPLINE WAY

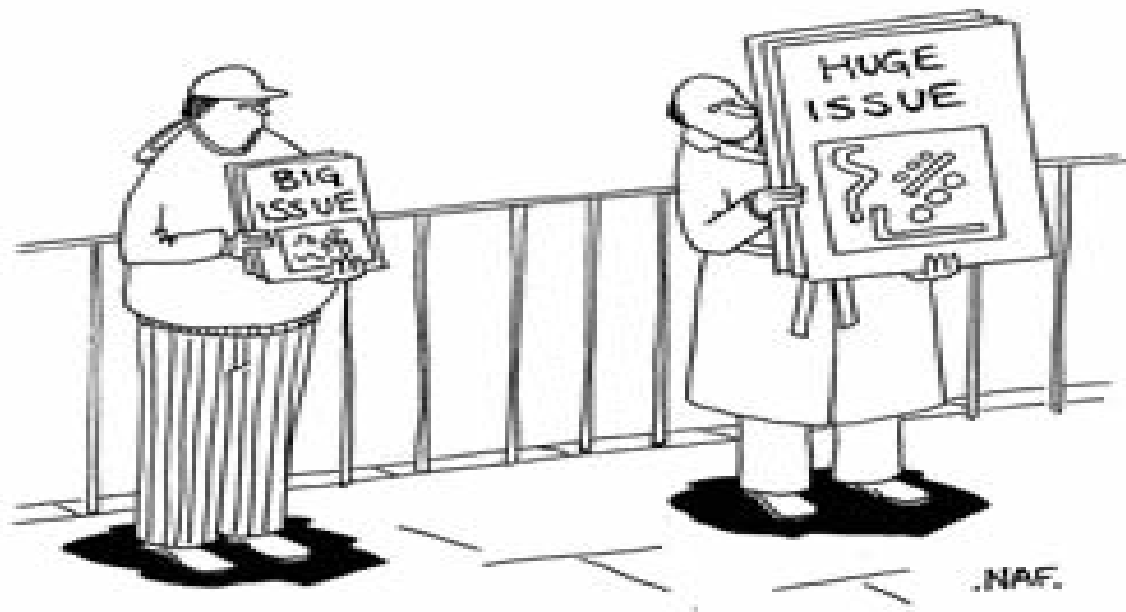
**Referrals from
the BPR**

RULE 9

Who do you call?



Sample Cases



What triggers a referral?



REFERRALS FROM THE BPR



- Formal Referral
- Hearings
- Court Orders
- Monitoring
- Reporting

(....Informal Referrals)

Monitoring Agreements



Monitoring Agreement

Abstinence Based Support Groups

Peer Monitoring Reports

Medical and/or Psychiatric Appointments

Individual or Group Therapy

Medications

Lawyers in Recovery(LIR) Meetings

Drug and Alcohol Screenings

Camp TLAP



Staff Cases and Audit Files



COMPLIANCE

*Report to 3rd party as needed,
graduation, close & maintain file*



NONCOMPLIANCE



Monitoring Agreement NONCOMPLIANCE

Staff case



Send 1st letter of noncompliance



Telephone intervention



Send 2nd letter of noncompliance



One-to-one intervention



SUBSTANTIAL NON COMPLIANCE

Discharge client report to 3rd party or disciplinary agency

Possible Outcomes:

Catch up file

Treatment

New agreement

Client resumes compliance



Determining Conditions of Monitoring Agreement

Compliance vs. Substantial Noncompliance

When to report and to whom?

JUDGES



Rule 10. CODE OF JUDICIAL CONDUCT

- Rule 2.14 Disability and Impairment

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A judge having reasonable belief that the performance of a lawyer or another judge is impaired by drugs or alcohol, or by a mental, emotional or physical condition, shall take appropriate action, which may include a *confidential referral to a lawyer or judicial assistance program.*

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TENNESSEE STATE COURTS

TNCOURTS
.gov



BOARD OF JUDICIAL
CONDUCT

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BOARD OF JUDICIAL CONDUCT (BJC)

ABOUT THE BOARD OF JUDICIAL CONDUCT

The Board of Judicial Conduct was created by the legislature to investigate and, when warranted, act on complaints against judges. Members are appointed by multiple appointing authorities, including the Governor, Lt. Governor, Speaker of the House and various judicial conferences.

[Learn more about the Board of Judicial Conduct](#)

[FILE A COMPLAINT ABOUT A JUDGE](#)

STATISTICAL REPORTS

Board of Judicial Conduct Reports


The Board of Judicial Conduct, as mandated by Tenn. Code Ann. § 17-5-207, has provided



**How do we encourage people
to pick up the phone?**

Barriers



A close-up photograph of a white jigsaw puzzle. One piece is missing, revealing a red, textured surface underneath. The puzzle pieces are arranged in a grid pattern, and the red surface is visible through the gap.

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Headlines or Lifelines?



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~ UTOPIA THEORY ~



BUFFYHILL © 2008 ~ www.utopiatheory.com

"Yeah, I see him too...But nobody wants to talk about it!"



Peer Support





Presentations



A 3D sphere with a white surface and a soft shadow. The sphere is covered with various terms related to education and professional development, written in different colors and fonts. The terms are arranged in a circular pattern around the sphere's equator. The word "training" appears twice in yellow, "WORKSHOP" in red, "education" in blue, "learning" in yellow, "assistance" in purple, "development" in green, "ed" in blue, "info" in black, and "training" in purple at the bottom.

assistance
development
training
WORKSHOP
education
learning
training
ed
info



Write Articles



Marketing



Branding



• WHAT'S •

EVENTS

• HAPPENING •



Networking

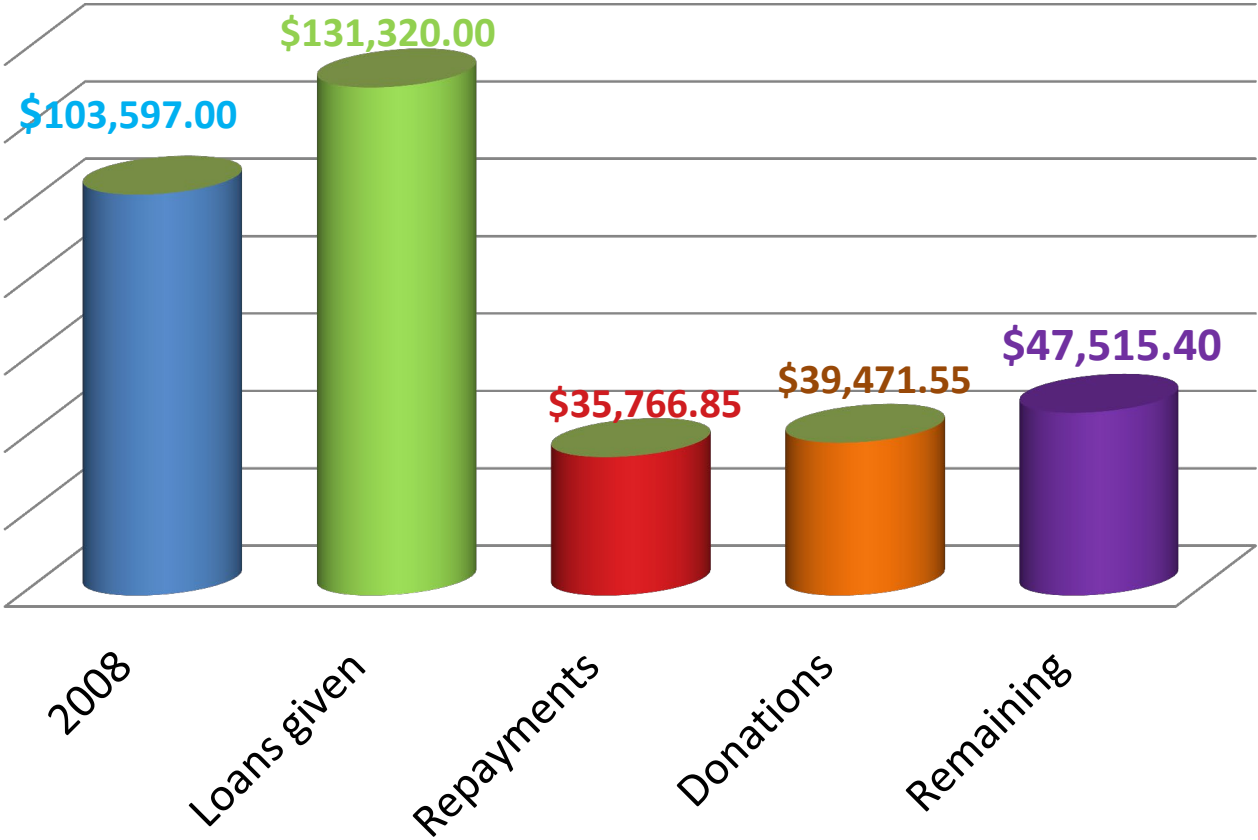
What is it?

*How is it
funded?*



William B. Cain Fund

Cain Fund





CoLAP

ABA COMMISSION ON
LAWYER ASSISTANCE PROGRAMS

TENNESSEE **LAWYERS ASSISTANCE** PROGRAM

TLAP