

Spotting Addiction in
Colleagues:

Attendance:

- Routinely arrives late and/or leaves early;
- Regularly returns late or fails to return from lunch
- Fails to keep scheduled appointments
- Has frequent sick days or unexplained absences.

Job Performance:

- Procrastinates: has a pattern of missed deadlines.
- Neglects prompt processing of mail or timely return of calls.
- Shows decline in productivity/number of hours worked each month or year.
- Overreacts to criticism; shifts blame to others.
- Is unable to get along with others
- Performance declines throughout the day
- Appears under the influence or smells of alcohol.

Personal Behavior:

Gradual deterioration of personal appearance/hygiene/health.

Loses control at social gathering, even where professional decorum is expected.

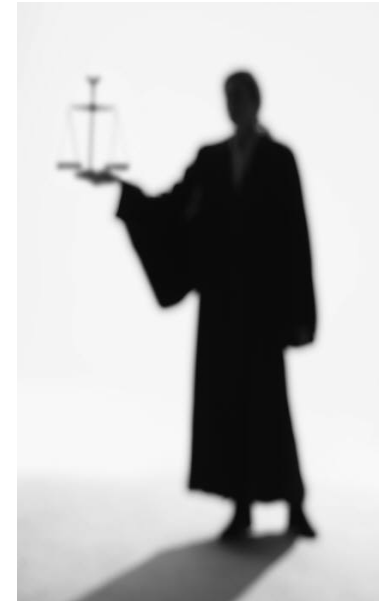
Don't Suffer Silently.

We do together what need not be done alone with Compassion & Confidentiality



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**The Delaware Lawyers
Assistance Program
(DE-LAP)**



Providing Help For
Judges in Distress

Purpose:

DE-LAP

THE PURPOSE of DE-LAP is to help prevent or alleviate the professional, personal and social costs that result when judges or lawyers are impaired in the performance of their duties because of any disability and to assure complete confidentiality in providing such assistance.

DE-LAP offers help to judges and lawyers who experience physical or mental disabilities that result from diseases, chemical abuse/dependency, mental health problems or aging, that may impair these individuals' ability to practice in a competent and professional manner.

HELP varies with an individual's needs or a particular case, but ranges from information and referral to assistance and support.

Why:

DE-LAP

- Because judges are not immune from personal problems that lead to impaired judgment and diminished their capacity to do their job.
- Because judges are often reluctant to seek help for those problems in their own communities if at all.
- Because DE-LAP cares about our profession and the men and women entrusted with serving the public

Research shows that judges and lawyers may suffer from substance abuse/dependence and depression at a rate higher than the general population. Experience has shown that judges may be more reluctant than others to seek help for their own problems. The purpose of DE-LAP is to provide confidential assistance to judges who may encounter these and/or other issues that could impair their ability to practice in a professional and competent manner

Services:

DE-LAP

DE-LAP addresses:

- Substance/Chemical Abuse/Dependence Issues
- Compulsive Behaviors such as gambling and sexual compulsions
- Mental Health Issues
- Physical Impairments
- Stress, Distress, Grief
- Physical Impairments
- Issues related to aging including dementia
- Other quality of life issues

DE-LAP services include:

- Initial identification of problems,
- Facilitation of treatment (referral)
- Support (Peer Support)
- Crises Intervention
- Education for the Bench and Bar

W W W . D E - L A P . O R G

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