

RULE CHANGE 2020(11)

**COLORADO RULES OF PROCEDURE REGARDING ATTORNEY DISCIPLINE AND
DISABILITY PROCEEDINGS, COLORADO ATTORNEYS' FUND FOR CLIENT
PROTECTION AND MANDATORY CONTINUING LEGAL EDUCATION AND JUDICIAL
EDUCATION**

Rule 251.2. ~~ATTORNEY REGULATION COMMITTEE~~ Legal Regulation Committee

(a) ~~Permanent Committee. Attorney Regulation Committee.~~ The Legal Regulation Committee (“Regulation Committee” or “Committee”) is a permanent committee of the supreme court. Attorney Regulation Committee of the Supreme Court of Colorado (hereinafter committee) is hereby established. The Committee shall serve as a permanent committee of the Supreme Court.

(b) Membership and Meeting Provisions.

(1) ~~Committee. Members.~~ The Regulation Committee comprises at least nine members, including a Chair and Vice-Chair. At least six of the members must be lawyers admitted to practice in Colorado and at least two of the members must be nonlawyers. The supreme court appoints the members with the assistance of the Advisory Committee. Diversity must be a consideration in making appointments. Members serve one term of seven years. Members’ terms should be staggered to provide, so far as possible, for the expiration each year of the term of one member. So far as possible, appointments should be made to ensure an odd number of members. The Committee shall be composed of seven members, a Chair and Vice-Chair.

(2) ~~Members. Dismissal, Resignation, and Vacancy.~~ Regulation Committee members serve at the pleasure of the supreme court, and the supreme court may dismiss them at any time. A Regulation Committee member may resign at any time. The supreme court will fill any vacancies. The members shall be composed of four members of the Bar of Colorado and three public members. Diversity shall be a consideration in making the appointment. The Supreme Court, with the assistance of the Advisory Committee, shall appoint the members. The members shall serve one term of seven years but may be dismissed from the Committee at any time by order of the Supreme Court. The terms of the members of the Committee shall be staggered to provide, so far as possible, for the expiration each year of the term of one member. Members of the Committee may resign at any time. In the event of a vacancy on the Committee, the Supreme Court shall appoint a successor to serve the remainder of the unexpired term.

(3) ~~Chair and Vice-Chair.~~ With the assistance of the Advisory Committee, the supreme court appoints the Chair and Vice-Chair from the membership of the Regulation Committee. The Chair and Vice-Chair may serve in their respective roles for up to an additional seven years after their initial membership term, such that each may serve a total of 14 years on the Committee. The Chair and the Vice-Chair serve at the pleasure of the supreme court. The Chair and Vice-Chair shall be members of the Bar of Colorado. The Supreme Court, with the assistance of the Advisory Committee, shall appoint the Chair and Vice Chair. The Chair and Vice Chair shall serve an unspecified term at the pleasure of the Supreme Court. The Chair and Vice Chair of the Committee may resign at any time. The Chair shall exercise overall supervisory control of the Committee. The Vice Chair shall assist the Chair and shall serve as Chair in the Chair's absence.

(4) ~~Reimbursement of Committee Members.~~ Quorum. A majority of the members of the Regulation Committee constitutes a quorum, and the action of the majority of those present and

comprising a quorum constitutes the official action of the Regulation Committee. The members of the Committee shall be entitled to reimbursement for reasonable travel, lodging, and other expenses incurred in the performance of their official duties.

(5). Reimbursement. Regulation Committee members are entitled to reimbursement for reasonable travel, lodging, and other expenses incurred in the performance of their official duties.

~~(b)~~ (c) Powers and Duties of the Committee. The Regulation Committee is ~~committee shall be~~ authorized and empowered to act in accordance with this rule by: ~~these Rules and to:~~

(1) Making determinations as authorized by C.R.C.P. 251.1 et seq. regarding Attorney Discipline and Disability Proceedings (“these Rules”); ~~Enlist the assistance of members of the Bar to conduct investigations, or assist with investigations;~~

(2) Adopting practices needed to govern the internal operation of the Regulation Committee, subject to the supreme court’s or the Advisory Committee’s approval when needed; ~~Periodically report to the Advisory Committee and the management committee on the operation of the committee;~~

(3) Periodically reporting to the Advisory Committee on the operation of the Regulation Committee; and ~~Recommend to the Advisory Committee proposed changes or additions to the rules of procedure for attorney discipline and disability proceedings;~~ and

(4) Recommending to the Advisory Committee proposed changes to these Rules. ~~Adopt such practices as may from time to time become necessary to govern the internal operation of the committee, as approved by the Supreme Court.~~

~~(c) Abstention of Committee Members. Committee members shall refrain from taking part in any proceedings in which a judge, similarly situated, would be required to abstain. No partner or associate in the law firm of a member of the committee, or any attorney in any way affiliated with a committee member or the member's law firm, may accept or continue in employment connected with any matter pending before the committee, the Presiding Disciplinary Judge, a Hearing Board, or the Supreme Court as long as the member is serving on the committee.~~

(d) Disqualification. Regulation Committee members must refrain from taking part in a disciplinary proceeding in which a judge, similarly situated, would be required to abstain. A Regulation Committee member must also refrain from making determinations under these Rules where a lawyer associated with the member’s law firm is in any way connected with the matter pending before the Regulation Committee. ~~Members of the committee shall not represent an attorney in any matter as provided in these Rules during their terms of service. Former members of the committee shall not represent an attorney in any matter that was being investigated or prosecuted as provided in these rules during their terms of service.~~

(e) Special Counsel. If the Regulation Counsel has been disqualified or if other circumstances so warrant, the Regulation Committee or its Chair may appoint special counsel to conduct or assist with investigations and prosecutions in accordance with these Rules.

Rule 251.2. Legal Regulation Committee

(a) Permanent Committee. The Legal Regulation Committee (“Regulation Committee” or “Committee”) is a permanent committee of the supreme court.

(b) Membership and Meeting Provisions.

(1) Members. The Regulation Committee comprises at least nine members, including a Chair and Vice-Chair. At least six of the members must be lawyers admitted to practice in Colorado and at least two of the members must be nonlawyers. The supreme court appoints the members with the assistance of the Advisory Committee. Diversity must be a consideration in making appointments. Members serve one term of seven years. Members’ terms should be staggered to provide, so far as possible, for the expiration each year of the term of one member. So far as possible, appointments should be made to ensure an odd number of members.

(2) Dismissal, Resignation, and Vacancy. Regulation Committee members serve at the pleasure of the supreme court, and the supreme court may dismiss them at any time. A Regulation Committee member may resign at any time. The supreme court will fill any vacancies.

(3) Chair and Vice-Chair. With the assistance of the Advisory Committee, the supreme court appoints the Chair and Vice-Chair from the membership of the Regulation Committee. The Chair and Vice-Chair may serve in their respective roles for up to an additional seven years after their initial membership term, such that each may serve a total of 14 years on the Committee. The Chair and the Vice-Chair serve at the pleasure of the supreme court.

(4) Quorum. A majority of the members of the Regulation Committee constitutes a quorum, and the action of the majority of those present and comprising a quorum constitutes the official action of the Regulation Committee.

(5) Reimbursement. Regulation Committee members are entitled to reimbursement for reasonable travel, lodging, and other expenses incurred in the performance of their official duties.

(c) Powers and Duties. The Regulation Committee is authorized and empowered to act in accordance with this rule by: (1) Making determinations as authorized by C.R.C.P. 251.1 et seq. regarding Attorney Discipline and Disability Proceedings (“these Rules”); (2) Adopting practices needed to govern the internal operation of the Regulation Committee, subject to the supreme court’s or the Advisory Committee’s approval when needed; (3) Periodically reporting to the Advisory Committee on the operation of the Regulation Committee; and (4) Recommending to the Advisory Committee proposed changes to these Rules.

(d) Disqualification. Regulation Committee members must refrain from taking part in a disciplinary proceeding in which a judge, similarly situated, would be required to abstain. A Regulation Committee member must also refrain from making determinations under these Rules

where a lawyer associated with the member's law firm is in any way connected with the matter pending before the Regulation Committee.

(e) Special Counsel. If the Regulation Counsel has been disqualified or if other circumstances so warrant, the Regulation Committee or its Chair may appoint special counsel to conduct or assist with investigations and prosecutions in accordance with these Rules.

Rule 254. Colorado Lawyer Assistance Program.

(1) Colorado Lawyer Assistance Program. The Colorado Supreme Court hereby establishes an independent Colorado Lawyer Assistance Program (“COLAP”). The goal of such program is:

(a) To protect the interests of clients, litigants and the ~~general~~ public from harm ~~caused by impaired attorneys or judges~~ and lawyers experiencing cognitive, emotional, mental health, substance use, or addiction issues (behavioral health issues);~~s;~~

(b) To assist ~~impaired~~ members of the legal profession with behavioral health issues that negatively impact their career, ability to practice, and/or well-being; and to begin and continue recovery; and

(c) To educate the bench, bar and law schools about behavioral health issues ~~to the causes of and remedies for impairments affecting~~ impacting members of the legal profession.

Such program and its Executive Director (Director) ~~director~~ shall be under the supervision of the Supreme Court Advisory Committee (“Advisory Committee”) as set forth in C.R.C.P. 251.34(b)(3). The Advisory Committee is a permanent committee of the Colorado Supreme Court. See C.R.C.P. 251.34.

(2) COLAP Services. COLAP ~~The Attorney Assistance Program shall~~ may provide the following services:

(a) Consultation with members ~~Immediate and continuing assistance to members~~ of the legal profession experiencing issues that negatively impact their career, ability to practice, or well-being; who suffer from physical or mental disabilities that result from disease, disorder, trauma or age and that impair their ability to practice;

(b) Providing tailored clinical, therapeutic, recovery support, or other resource referrals to members of the legal profession based on information shared with COLAP;

~~(c) Planning and presentation of~~ Educational programing and outreach s ~~to increase the awareness and~~ reduce stigma about behavioral health issues impacting ~~understanding of members of the legal profession, including information about signs and symptoms; the impact these issues have on members of the legal profession; methods of prevention, mitigation and treatment; and the assistance available through COLAP;~~ to recognize problems in themselves and in their colleagues; to identify the problems correctly; to reduce stigma; and, to convey an understanding of appropriate ways of interacting with affected individuals;

~~(de) Assisting~~ Investigation, planning and participation in interventions with family, friends, staff, colleagues, or other members of the legal profession to communicate with a judge, lawyer, or law student they believe is experiencing a behavioral health issue or could benefit from COLAP services; in need of assistance; and

~~(d) Aftercare services upon request, by order, or under contract that may include the following: assistance in structuring aftercare and discharge planning; assistance for entry into appropriate aftercare and professional peer support meetings; and assistance in obtaining a primary care physician or local peer counselor; and~~

~~(ee) Voluntary m~~ Monitoring for members of the legal profession residing in Colorado to assist ongoing recovery of behavioral health issues. Monitoring supports continuity of care following treatment, a clinical assessment, or an aftercare service plan and may ~~services that may include the following: alcohol and/or drug screening programs; tracking~~ include tracking attendance at counseling, therapy, and support group meetings and reviewing drug and alcohol test results. ~~aftercare, peer support and twelve step meeting attendance; providing documentation of~~

~~compliance; and providing such reports concerning compliance by those participating in a monitoring program as may be required by the terms of that program.~~

(3) Director. ~~The Advisory Committee shall~~ appoint ~~recruit, retain, and supervise~~ a COLAP Director who. ~~The Director shall serve~~ at the pleasure of the Advisory Committee. ~~as an at-will employee. The Advisory Committee shall set the Director's annual salary subject to periodic review. The Director shall have the same employee benefits as the employees of the Colorado Judicial Department.~~ The Director shall coordinate the annual budget of COLAP with the Advisory Committee. A portion of the annual attorney registration fee shall be used to establish and administer COLAP.

(4) Qualifications. The Director shall have sufficient experience and training to enable the Director to identify and assist impaired members of the legal profession experiencing behavioral health issues.

(5) Powers and Duties. The COLAP Director is authorized and empowered to ~~shall~~ act in accordance with this rule, under a budget approved by the supreme court, by these Rules and shall:

(a) Maintaining and supervising a permanent, central office;

(b) Hiring and supervising a staff to carry out the duties of the Director;

(c) Adopting practices needed to govern the internal operation of COLAP;

~~(d)~~ Providing e-initial responses to requests for assistance and educational programming ~~help line calls;~~

~~(e)~~ Maintaining regular contact with entities and individuals that work with or for the legal community, including treatment providers, bar associations, agencies, organizations, and committees;

~~Help Attorneys, judges, law firms, courts and others to identify and intervene with impaired members of the legal profession.~~

(f) Recruiting and training COLAP volunteers;

~~(g)~~ Maintaining information on referrals resources; ~~Help members of the legal profession to secure expert counseling and treatment for chemical dependency and other illnesses, maintaining current information on available treatment services, both those that are available without charge as well as paid services.~~

~~(d) Establish and maintain regular contact with other bar associations, agencies and committees that serve either as sources of referral or resources in providing help.~~

~~(h)~~ Establishing and administering voluntary and oversee monitoring of behavioral health issues services with respect to recovery of members of the legal profession for whom monitoring is appropriate;

~~(i)~~ Reviewing and amending COLAP Plan and deliver educational programings, support services, and educational outreach when necessary to further the goals of COLAP, maintain best practices, and provide updated behavioral health information; ~~for the legal community with respect to all sources of potential impairment as well as treatment and preventative measures. and~~

(h) Perform such other duties as the Colorado Supreme Court or Advisory Committee may direct.

(6) Confidentiality.

(a) Information and actions taken by COLAP shall be privileged and held in strictest confidence and shall not be disclosed or required to be disclosed to any person or entity outside of COLAP, unless such disclosure is authorized by the member of the legal profession to whom it relates. Such information and actions shall be excluded as evidence in any complaint, investigation or

proceeding before the Supreme Court Attorney Regulation Committee, the Presiding Disciplinary Judge of the Supreme Court, or the Colorado Supreme Court.

(b) COLAP employees, and volunteers recruited under this rule shall be deemed to be participating in a lawyer's peer assistance program approved by the Colorado Supreme Court as provided in Colo. RPC 8.3(c).

(c) The Director, pursuant to a valid subpoena, is prohibited from disclosing information, files, records or documents that are confidential as provided by this rule unless the Colorado Supreme Court orders otherwise.

(7) Immunity.

(a) Any person reporting information to COLAP employees or agents including volunteers recruited under rule 254 shall be entitled to the immunities and presumptions under C.R.C.P. 251.32(e).

(b) COLAP members, employees and agents including volunteers recruited under rule 254 shall be entitled to the immunities and presumptions under C.R.C.P. 251.32(e).

(c) COLAP members, employees and agents including volunteers recruited under rule are relieved of the duty of disclosure of information to authorities as imposed by Rule 8.3(a).

Comment to Rule:

The confidentiality provision under 254(6) does not supersede state laws that impose a duty upon behavioral health and medical professionals to warn and protect should threats of imminent harm to self, others, or locations be communicated to them, or state laws requiring mandatory reporting of child and elder abuse or neglect.

Rule 254. Colorado Lawyer Assistance Program.

(1) Colorado Lawyer Assistance Program. The Colorado Supreme Court hereby establishes an independent Colorado Lawyer Assistance Program (“COLAP”). The goal of such program is:

- (a) To protect the interests of clients, litigants and the public from harm by judges and lawyers experiencing cognitive, emotional, mental health, substance use, or addiction issues (behavioral health issues);
- (b) To assist members of the legal profession with behavioral health issues that negatively impact their career, ability to practice, and/or well-being; and
- (c) To educate the bench, bar and law schools about behavioral health issues impacting members of the legal profession.

Such program and its Executive Director (Director) shall be under the supervision of the Supreme Court Advisory Committee (Advisory Committee) as set forth in C.R.C.P. 251.34(b)(3). The Advisory Committee is a permanent committee of the Colorado Supreme Court. *See* C.R.C.P. 251.34.

(2) COLAP Services. COLAP may provide the following services:

- (a) Consultation with members of the legal profession experiencing issues that negatively impact their career, ability to practice, or well-being;
- (b) Providing tailored clinical, therapeutic, recovery support, or other resource referrals to members of the legal profession based on information shared with COLAP;
- (c) Educational programing and outreach to increase awareness and reduce stigma about behavioral health issues impacting the legal profession, including information about signs and symptoms; the impact these issues have on members of the legal profession; methods of prevention, mitigation and treatment; and the assistance available through COLAP;
- (d) Assisting family, friends, staff, colleagues, or other members of the legal profession to communicate with a judge, lawyer, or law student they believe is experiencing a behavioral health issue or could benefit from COLAP services; and
- (e) Voluntary monitoring for members of the legal profession residing in Colorado to assist ongoing recovery of behavioral health issues. Monitoring supports continuity of care following treatment, a clinical assessment, or an aftercare service plan and may include tracking attendance at counseling, therapy, and support group meetings and reviewing drug and alcohol test results.

(3) Director. The Advisory Committee shall appoint a COLAP Director who serves at the pleasure of the Advisory Committee. The Director shall coordinate the annual budget of COLAP with the Advisory Committee. A portion of the annual attorney registration fee shall be used to establish and administer COLAP.

(4) Qualifications. The Director shall have sufficient experience and training to enable the Director to assist members of the legal profession experiencing behavioral health issues.

(5) Powers and Duties. The Director is authorized and empowered to act in accordance with this rule, under a budget approved by the supreme court, by:

- (a) Maintaining and supervising a permanent, central office;
- (b) Hiring and supervising a staff to carry out the duties of the Director;
- (c) Adopting practices needed to govern the internal operation of COLAP;

- (d) Providing initial responses to requests for assistance and educational programming;
- (e) Maintaining regular contact with entities and individuals that work with or for the legal community, including treatment providers, bar associations, agencies, organizations, and committees;
- (f) Recruiting and training COLAP volunteers;
- (g) Maintaining information on referrals resources;
- (h) Establishing and administering voluntary monitoring of behavioral health issues for whom monitoring is appropriate;
- (i) Reviewing and amending COLAP programing, support services, and educational outreach when necessary to further the goals of COLAP, maintain best practices, and provide updated behavioral health information; and
- (h) Perform such other duties as the Colorado Supreme Court or Advisory Committee may direct.

(6) Confidentiality.

- (a) Information and actions taken by COLAP shall be privileged and held in strictest confidence and shall not be disclosed or required to be disclosed to any person or entity outside of COLAP, unless such disclosure is authorized by the member of the legal profession to whom it relates. Such information and actions shall be excluded as evidence in any complaint, investigation or proceeding before the Supreme Court Attorney Regulation Committee, the Presiding Disciplinary Judge of the Supreme Court, or the Colorado Supreme Court.
- (b) COLAP employees, and volunteers recruited under this rule shall be deemed to be participating in a lawyer's peer assistance program approved by the Colorado Supreme Court as provided in Colo. RPC 8.3(c).
- (c) The Director, pursuant to a valid subpoena, is prohibited from disclosing information, files, records or documents that are confidential as provided by this rule unless the Colorado Supreme Court orders otherwise.

(7) Immunity.

- (a) Any person reporting information to COLAP employees or agents including volunteers recruited under rule 254 shall be entitled to the immunities and presumptions under C.R.C.P. 251.32(e).
- (b) COLAP members, employees and agents including volunteers recruited under rule 254 shall be entitled to the immunities and presumptions under C.R.C.P. 251.32(e).
- (c) COLAP members, employees and agents including volunteers recruited under rule are relieved of the duty of disclosure of information to authorities as imposed by Rule 8.3(a).

Comment to Rule:

The confidentiality provision under 254(6) does not supersede state laws that impose a duty upon behavioral health and medical professionals to warn and protect should threats of imminent harm to self, others, or locations be communicated to them, or state laws requiring mandatory reporting of child and elder abuse or neglect.

Rule 255 - Colorado Attorney Mentoring Program

(1) **Colorado Attorney Mentoring Program.** The Colorado Supreme Court hereby establishes a Colorado Attorney Mentoring Program ("CAMP"). Through the fostering of mentoring relationships between lawyers ~~new to the practice of law~~ seeking mentoring and ~~lawyers experienced in the practice of law~~ experienced lawyer mentors, the goals of such program are to assist:

(a) Lawyers during the transition from law student to practitioner;

(b) Lawyers new to the practice of law in Colorado;

(c) Lawyers transitioning practice area, practice environment, or practice location;

~~(b)~~ Lawyers to adopt and uphold the professional qualities of honesty, integrity, fairness, and civility in the legal profession;

~~(e)~~ Lawyers to adopt high standards for client representation;

~~(d)~~ Lawyers to acquire the knowledge of how to exercise professional judgment and carry out the highest ideals in the practice of law;

~~(e)~~ Lawyers in the development of practical legal skills, knowledge of legal customs, and the use of best practices; and

~~(h)~~ Lawyers in the appreciation of the law practice tradition of community service and pro bono activities.

CAMP and its director shall be under the supervision of the Supreme Court Advisory Committee ("Advisory Committee") as set forth in C.R.C.P. 251.34(b)(3).

(2) **CAMP Services.** The Colorado Attorney Mentoring Program shall provide the following services throughout the state of Colorado:

(a) Promotion and support of lawyer mentoring generally within the legal community;

(b) Programming to increase the awareness and understanding of CAMP-approved mentoring programs and their benefits;

(c) Establishment and maintenance of a mentoring resource library of ~~hard copy and~~ electronic materials for the development of educational programs, including but not limited to the following purposes: to promote professionalism, to teach lawyer practical skills, to increase knowledge of legal procedures and best practices and to otherwise improve new-lawyer legal abilities and professional judgment;

(d) Programming to increase mentoring skills within the legal profession;

(e) Assistance to lawyer groups and organizations that are developing CAMP-approved mentoring programs;

(f) Support services for lawyer groups and organizations in maintaining a successful CAMP-approved mentoring program;

(g) Support services and resources for successful mentoring relationships, and to increase mentoring skills;

(h) Oversight of CAMP-approved [mentoring](#) programs to ensure compliance with CAMP protocols, policies and procedures; and

(i) Maintenance and amendment of policies and procedures guiding CAMP-approved [mentoring](#) programs.

(3) Director. The Advisory Committee shall appoint a CAMP Director who serves at the pleasure of the Advisory Committee. The Director shall coordinate the annual budget of CAMP with the Advisory Committee. A portion of the annual attorney registration fee shall be used to establish and administer CAMP. ~~(3) Director. The Advisory Committee shall recruit, retain, and supervise a CAMP Director. The Director shall serve at the pleasure of the Advisory Committee as an at-will employee. The Advisory Committee shall set the Director's annual salary subject to periodic review. The Director shall have the same employee benefits as the employees of the Colorado Supreme Court Office of Attorney Regulation. The Director shall prepare the annual budget of CAMP in coordination with the Supreme Court Regulation Counsel. A portion of the annual attorney registration fee shall be used to establish and administer CAMP.~~

(4) **Qualifications.** The director shall have a Juris Doctor ("J.D.") degree; at least five years of legal experience; and sufficient supervisory, management and training experience that may be necessary to properly administer CAMP.

(5) **Powers and Duties.** The CAMP Director shall act in accordance with these Rules and shall:

(a) Collaborate with existing mentoring programs in Colorado to further the goals of CAMP outside of CAMP-approved [mentoring](#) programs;

(b) Create, modify and maintain all requisite forms, agreements and online resources for administration of CAMP;

(c) Receive, review, and, where appropriate, approve organizations' submissions of their mentoring programs for preapproval to be a part of CAMP;

(d) Receive, review, and approve ~~Review and decide petitions to participate from new lawyers not otherwise eligible to participate in CAMP programs~~ [mentee applicants for participation in CAMP](#);

(e) Receive, screen, and recommend mentor applicants for appointment;

(f) Receive, review, approve where appropriate, and transmit to the Board of Continuing Legal and Judicial Education (Attorney Registration/CLE office) the certificates of completion, certificates of partial completion, and CLE affidavits;

- (g) Coordinate and perform ongoing monitoring and evaluation of the effectiveness of CAMP programs, and make recommendations accordingly;
- (h) Recruit, hire, train, and supervise appropriate staff in administering CAMP;
- (i) Recruit, select, and train lawyer volunteers for assistance in administering CAMP;
- (j) Establish and maintain a [permanent, central](#) office to carry out the above duties and responsibilities;
- (k) Maintain all records necessary for the successful administration of CAMP;
- (l) Prepare and present the annual budget of CAMP in coordination with the Advisory Committee;
- (m) Establish appropriate policies to assure that participants in CAMP shall be protected from any forms of discrimination or harassment;
- (n) Perform all other tasks necessary to facilitate administration of the CAMP; and
- (o) Perform such other related duties as the Supreme Court and the Advisory Committee may direct.

Rule 255 - Colorado Attorney Mentoring Program

(1) **Colorado Attorney Mentoring Program.** The Colorado Supreme Court hereby establishes a Colorado Attorney Mentoring Program ("CAMP"). Through the fostering of mentoring relationships between lawyers seeking mentoring and experienced lawyer mentors, the goals of such program are to assist:

- (a) Lawyers during the transition from law student to practitioner;
- (b) Lawyers new to the practice of law in Colorado;
- (c) Lawyers transitioning practice area, practice environment, or practice location;
- (d) Lawyers to adopt and uphold the professional qualities of honesty, integrity, fairness, and civility in the legal profession;
- (e) Lawyers to adopt high standards for client representation;
- (f) Lawyers to acquire the knowledge of how to exercise professional judgment and carry out the highest ideals in the practice of law;
- (g) Lawyers in the development of practical legal skills, knowledge of legal customs, and the use of best practices; and
- (h) Lawyers in the appreciation of the law practice tradition of community service and pro bono activities.

CAMP and its director shall be under the supervision of the Supreme Court Advisory Committee ("Advisory Committee") as set forth in C.R.C.P. 251.34(b)(3).

(2) **CAMP Services.** The Colorado Attorney Mentoring Program shall provide the following services throughout the state of Colorado:

- (a) Promotion and support of lawyer mentoring generally within the legal community;
- (b) Programming to increase the awareness and understanding of CAMP-approved mentoring programs and their benefits;
- (c) Establishment and maintenance of a mentoring resource library of electronic materials for the development of educational programs, including but not limited to the following purposes: to promote professionalism, to teach lawyer practical skills, to increase knowledge of legal procedures and best practices and to otherwise improve new-lawyer legal abilities and professional judgment;
- (d) Programming to increase mentoring skills within the legal profession;
- (e) Assistance to lawyer groups and organizations that are developing CAMP-approved mentoring programs;
- (f) Support services for lawyer groups and organizations in maintaining a successful CAMP-approved mentoring program;

(g) Support services and resources for successful mentoring relationships, and to increase mentoring skills;

(h) Oversight of CAMP-approved mentoring programs to ensure compliance with CAMP protocols, policies and procedures; and

(i) Maintenance and amendment of policies and procedures guiding CAMP-approved mentoring programs.

(3) Director. The Advisory Committee shall appoint a CAMP Director who serves at the pleasure of the Advisory Committee. The Director shall coordinate the annual budget of CAMP with the Advisory Committee. A portion of the annual attorney registration fee shall be used to establish and administer CAMP.

(4) **Qualifications.** The director shall have a Juris Doctor ("J.D.") degree; at least five years of legal experience; and sufficient supervisory, management and training experience that may be necessary to properly administer CAMP.

(5) **Powers and Duties.** The CAMP Director shall act in accordance with these Rules and shall:

(a) Collaborate with existing mentoring programs in Colorado to further the goals of CAMP outside of CAMP-approved mentoring programs;

(b) Create, modify and maintain all requisite forms, agreements and online resources for administration of CAMP;

(c) Receive, review, and, where appropriate, approve organizations' submissions of their mentoring programs for preapproval to be a part of CAMP;

(d) Receive, review, and approve mentee applicants for participation in CAMP;

(e) Receive, screen, and recommend mentor applicants for appointment;

(f) Receive, review, approve where appropriate, and transmit to the Board of Continuing Legal and Judicial Education (Attorney Registration/CLE office) the certificates of completion, certificates of partial completion, and CLE affidavits;

(g) Coordinate and perform ongoing monitoring and evaluation of the effectiveness of CAMP programs, and make recommendations accordingly;

(h) Recruit, hire, train, and supervise appropriate staff in administering CAMP;

(i) Recruit, select, and train lawyer volunteers for assistance in administering CAMP;

(j) Establish and maintain a permanent, central office to carry out the above duties and responsibilities;

(k) Maintain all records necessary for the successful administration of CAMP;

(l) Prepare and present the annual budget of CAMP in coordination with the Advisory Committee;

- (m) Establish appropriate policies to assure that participants in CAMP shall be protected from any forms of discrimination or harassment;
- (n) Perform all other tasks necessary to facilitate administration of the CAMP; and
- (o) Perform such other related duties as the Supreme Court and the Advisory Committee may direct.

Amended and Adopted by the Court, En Banc, April 16, 2020, effective immediately.

By the Court:

**Monica M. Márquez
Justice, Colorado Supreme Court**