

Haynes Boone Becomes 1st Am Law 100 Firm Certified by Mental Health America

March 25, 2024

Haynes Boone has earned a Gold-level [Bell Seal for Workplace Mental Health from Mental Health America](#), recognizing the firm's industry-leading commitment to creating a mentally healthy workplace. Mental Health America puts companies through a rigorous and holistic evaluation of employer practices and considers the entire employee experience in awarding its Bell Seal.

Haynes Boone became the first Am Law 100 firm to ever receive Bell Seal certification, and it is the first Texas-based employer to be a Gold Bell Seal recipient in 2024. Of the 520 employers that completed the Bell Seal pre-assessment for the 2023 cycle, only 24% qualified for certification at any recognition level.

Pre-assessment Scores



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Employers with Bell Seal certification understand that time, intention, investment and collaboration at all organizational levels are needed to support workers' mental health and well-being. Recipients focus on involving leadership and improving people-management to foster an open and collaborative workplace culture, and promote practices rooted in protecting workers' psychological health, such as supporting quality of life and improving responses to trauma and crises in the workplace.

"As a firm deeply committed to our employees' well-being, achieving Gold certification is a testament to our continuous efforts in fostering a mentally healthy workplace," said Partner [Courtney Smith](#), chair of the firm's Wellness Committee. "As the firm's wellness program evolves under our incredible Wellness Manager [Abby Read](#), this recognition reaffirms our dedication to nurturing a culture where our people feel supported, valued and empowered to prioritize their mental health."

Under Read's leadership, Haynes Boone greatly expanded its robust HB Well program, partnering with Lyra Health in 2023 to bring quality, accessible mental health care to all of its U.S. employees and their dependents. This partnership was expanded to all Mexico City employees at the beginning of 2024. The firm also held two in-depth Mental Health First Aid (MHFA) Certification trainings, and provided a Mental Health and Wellness Support training for all firm leaders, led by industry-expert Patrick Krill.

Haynes Boone also launched its "[Wellness in Law](#)" podcast, hosted by Read. Its newly released [third episode](#), featuring NKB Consultancy Co-Founder Jarrett Green, covers the culture of alcohol consumption in law and provides key strategies for individuals and firms to help lower abuse. HB Well has emphasized multiple fitness challenges, educational sessions, spotlight articles, awareness campaigns and much more in the past year.

"We believe that investing in the mental health of our employees is vital to their overall well-being," Read said. "Receiving Gold certification was no easy feat and stands as a proud moment for us,

reaffirming our ongoing commitment to promoting wellness for all individuals within our firm and their families.”

The firm was also [acknowledged at the beginning of the year](#) for its commitments to employee health and well-being by the [American Heart Association](#) and by [WELCOA](#), the Wellness Council of America. Haynes Boone also earned top wellness marks from [Vault](#), ranking among the top 15 U.S. law firms in wellness in its annual Best Law Firms listings, and received a bronze Healthy Workforce certification from [Cigna](#) in early February.