

It is with great pleasure that we present to you the newly revised and *adopted* KCMBA Principles of Civility in their entirety:

KCMBA Principles of Civility

Preamble: To promote a high level of professionalism, courtesy and to improve professional relationships within and throughout the Kansas City metropolitan legal community, the Kansas City Metropolitan Bar Association hereby adopts the following Principles of Civility. Lawyers acting with civility are more effective and achieve better outcomes, build better reputations, and foster respect and professionalism, which breeds job satisfaction. Incivility makes legal matters more difficult to resolve, increases costs, wastes time and resources, and undermines public confidence in the legal system. Thus, we not only encourage, but promote civility among the legal profession and agree to abide by the following Principles of Civility.

1 Civility and professionalism is essential to the operation of our legal system, and this goal can only be achieved when all participants, (lawyers, judges, court personnel, litigants, etc.) adhere to the principles of civility and professionalism.

2 Communicate professionally and respectfully.

Comment: Consideration should be given to the nature and tone of all communication including phone calls, written letters as well as electronic media, emails, texts, and social media outlets. Direct and open communication serves to manage expectations and reduces the time and resources required to resolve a matter. Lawyers should refrain from disrespectful communications or disparaging personal remarks. Lawyers should refrain from creating an unnecessary sense of urgency for response; however, inquiries and communications should be made promptly as a matter of professional courtesy. Unless permitted or invited by the court, communications between lawyers should not be sent to the court.

3 Never deceive another.

Comment: This Principle is not intended to restrict aggressive expression of opinions helpful to a client but is directed

against affirmative misrepresentations by lawyers or their staff to others while representing the interests of a client. This Principle does not suggest any obligation (separate from that imposed by existing ethical canons, laws, or discovery rules) for disclosure.

4 Honor promises and commitments.

Comment: This Principle seeks to avoid a cavalier attitude toward breaking commitments without good cause. A lawyer's word is a bond upon which others rightfully rely.

5 Respect others' time, schedule, and resources.

Comment: Lawyers should work cooperatively in scheduling all matters, considering the time commitments, schedule, resources, and well-being of themselves and opposing counsel, parties, the court, witnesses, and all others involved in the legal process. Events requiring opposing counsel, including depositions, hearings, meetings, and conferences, should be scheduled by agreement of all interested persons whenever possible. Cooperative scheduling results in fewer conflicts and avoids unnecessary expenditures of time and expense. Reasonable requests for extensions of time and/or for waiver of procedural formalities should be permitted when the legitimate interests of the client will not be adversely affected. Lawyers and judges should be mindful that use of technology helps to reduce time, costs, and resources expended. The law and some courts allow for virtual appearances, but such advances in technology should not hinder or impact professionalism and preparedness for these appearances.

6 Avoid unfounded and unreasonable attacks on lawyers and the judiciary.

Comment: Lawyers are encouraged to defend and promote the legal system and the judiciary. Never file or threaten to file an ethical complaint, seek sanctions against or disqualification of an attorney or judge solely for the purpose of obtaining a tactical advantage or any

other improper purpose. When motions for sanctions or disqualification are necessary, they should identify the prior reasonable attempts to confer and resolve the dispute at issue and be supported by sufficient evidence.

7 Respect the well-being of yourself and others.

Comment: The legal profession is known to fall short when it comes to well-being. Studies have shown that an overwhelming number of lawyers and law students are experiencing chronic stress and high rates of depression and substance abuse. Well-being is an indispensable part of a lawyer's duty of competence and lawyers need to work toward increasing greater well-being in the profession. Lawyers should be mindful of and respect their own, and others', health and state of mind, as well as family obligations, including but not limited to family leave, childcare, and life commitments.

8 Refrain from conduct that manifests or causes prejudice or bias, implicit or explicit, based on a person's attributes.

Comment: Adherence to the principles of civility requires lawyers and the judiciary to respect diversity in all forms and to uniformly honor these rules of civility without discrimination, bias, or prejudice, and with equal dignity. Biases, conscious and unconscious, manifest in many ways and have varying consequences when we judge or treat others based upon inaccurate stereotypes and assumptions about identities, cultures, race, and ability. We should embrace such attributes as unique identities, ethnicities, race, religion, sex, sexual orientation, gender expression, physical and mental abilities, and socioeconomic status, with dignity and respect. We shall make a deliberate effort to recognize and reduce the impact of our own biases, as well as the biases of others in the profession.