

Gambling in the Workplace: Employer Responsibilities



NYCPG

New York Council on Problem Gambling

Safety and Well-Being

As an employer it is your responsibility to create a workplace that promotes health and wellness for employees. Employers can maintain a supportive workplace by establishing guidelines and expectations that address workplace hazards. Policies often include language that prohibits the use of substances such as alcohol, tobacco, nicotine and other drugs to ensure the safety and well-being of individual employees, co-workers, management, clients and the business.

The information included will help guide you in creating a safe, gambling free workplace. For more information contact your local Problem Gambling Resource Center at NYProblemGamblingHELP.org

Why include gambling?

Gambling has been recently recognized as a **brain disease** and is categorized as a **Substance-Related and Addictive Disorder** in the Diagnostic and Statistical Manual (DSM 5)

Be proactive!



- Create **policy**
- Utilize your **Employee Assistance Programs**
- **Monitor** money stream
- Know your **local help resources**
- Have the **conversation** about Problem Gambling

What can organizations do?

- Create a Gambling in the Workplace **policy**
- Provide **awareness training**
- Provide **financial counseling**
- **Monitor** the money stream
- Do not give out lottery tickets or host events at a casino or gaming facility
- Do not endorse office pools or allow them to be played

What can supervisors do?

- Express concerns in a **caring** and **supportive** manner
- Use work related **observations**
- Explain how the **problem** affects you
- Be **clear** about your position
- Respect personal **boundaries**
- Provide **information**, not advice
- Be **prepared** for denial or an adverse reaction

What can human resource professionals do?

- Have workplace **block gambling websites**
- Provide **education**
- Have **information and resources** on problem gambling readily available
- Express concerns in a **non-judgmental** way
- **Document** problems using work related observations