

Gambling in the Workplace: Sample Policy Language



NYCPG

New York Council on Problem Gambling

Workplace Policy Guidelines

Effective workplace policies should include all of the essential elements below. For assistance modifying your current policies to include gambling and problem gambling, please reach out to your local Problem Gambling Resource Center. Contact information can be found at: NYProblemGamblingHELP.org

- Provide **justification** for including gambling in your policies.

Sample policy language:

We are committed to fostering a healthy and safe work environment for our employees and participants. We have a statutory duty to ensure that our employees do not endanger their own safety or that of other employees in the workplace or program participants. The purpose of this policy is three-fold: to increase awareness that gambling can and does become a problem for some individuals and families; to reduce unnecessary exposure to the possible harms that can come from gambling in the workplace; and to ensure that those in need have access to the support they need.



- **Define gambling** and **provide examples** to clarify what gambling is.

Sample policy language:

*For the purposes of this policy, “gambling” is defined as any activity involving some element of chance where an item of value is placed at risk in an attempt to gain something of greater value. Gambling activities include but are not limited to: raffles; lottery (lottery products including all jackpot games, daily games, instant scratch-off games, and video gaming); bingo for money or other items of value; any form of betting on sports, horses or other animals; internet gambling of any kind; casino games; any fantasy team or e-sports gambling; pull tabs; cards or dice for money or other items of value; slot and/or poker machines; video lottery terminals; and office pools. *Please note that this list is not exhaustive and that any activity involving the elements of chance, risk, value and reward is considered gambling by this agency.*

Sample Internet and Technology Use Policy Language:



Employees may not use internet access or technology provided by the company to participate in any gambling or gaming activities, this includes, but is not limited to: video gaming; social casino games; lottery purchases or exchanges; placing horse racing bets; fantasy football; and all other activities involving risk, value, chance and reward.

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Workplace Policy Guidelines continued

- Provide **specific guidelines** as to what is acceptable and what is not acceptable.

Sample policy language:

We believe that gambling during work hours or using work-related resources to gamble is not an appropriate use of work time/resources and can serve as a trigger or risk for many individuals and families. To reduce the negative effects of gambling on the workplace and the risk to employees and participants, no employee should participate in any gambling activity while working or using company provided equipment. This policy also explicitly prohibits gambling activity on any personal electronic device while working. Additionally, activities such as office pools, sports brackets, and similar activities are also prohibited by the company.

- Outline **specific consequences** if policy is not followed.

Sample policy language:

*We take the safety of our employees and participants very seriously. Gambling in the workplace can serve as a trigger for individuals and families in recovery and can lead to other effects that negatively impact work culture and employee and participant relations. If it is determined that any employee has been in violation of this policy, they will be subject to disciplinary action, up to and including termination of employment. *Special considerations may be made for employees who express difficulties controlling their gambling and/or additional problems due to gambling activities. These considerations can include referral to our Employee Assistance Program and/or referral to additional supports and services.*

- Include **recommendations for referral** if someone needs help.

Sample policy language:

We seek to create a supportive workplace environment in which employees feel comfortable in seeking assistance and recovering from a variety of behavioral health issues, including problem gambling. Help is available for employees and family members negatively affected by gambling. If you or a family member is struggling with gambling-related consequences, please reach out to our Employee Assistance Program (EAP) for appropriate screening and connection to available resources and supports. For local assistance, you can also reach out to your local Problem Gambling Resource Center (PGRC). Local contact information for your PGRC can be found at www.NYProblemGamblingHELP.org. All support and services through your EAP contact and the PGRC staff are completely confidential.

