

Addressing Gambling In the Workplace: Setting Sensible Standards and Policies

- *Information*
- *Resources*
- *Training*
- *Consultation*

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## Employers, EAP and HR Managers

**Why should you** be concerned about an employee's potential gambling problem? Because **the bottom line** is that problem gambling will affect your business operations.

The **consequences** of problem gambling include: family disruption, debts, depression and anxiety, conflicts with co-workers, violence, arrest and incarceration, and even suicide. For an employer, this results in unhealthy employees, a **disruptive work environment**, absences and lowered work productivity, potential crimes, and even violence.

As an employer or manager who sets **workplace policies** and standards, you can be proactive and take steps towards protecting your employees and your business from problem gambling in the workplace. The effects can be **equally, or in some cases, even more devastating than substance abuse**. Don't wait until your employees and your business suffer the effects of problem gambling before you **take action**.

### Ask yourself the following questions:

- What is your company's "culture"? Do you endorse **office pools** or other gambling activities?
- Does your company currently have **policies** that address gambling in the workplace and, if so, are they **enforced**?
- How do gambling policies compare with those that address use of alcohol and other drugs? How do the consequences of **violating gambling and alcohol/ drug policies compare**? How is an employee with each of these problems managed by supervisors and/or your Human Resources Department?
- Gambling activities often occur during the workday over the internet and/or telephone. Are internet and phone usage monitored and restricted? Does your workplace **screen out gambling websites** as well as pornographic websites?
- Does your company have adequate **financial safeguards**? Companies without sufficient accountability and oversight of funds may be vulnerable to a trusted, long-term employee who has a **gambling addiction**.

**Please contact CCPG for consultation on how to protect your employees and your company's bottom line.**

