

A Practical Framework for a Workplace Gambling Policy



An effective gambling policy defines what gambling is at your organization, what is prohibited, what prompts support, and how confidentiality is protected.

SIX BUILDING BLOCKS OF A STRONG POLICY



Purpose — why the policy exists and how it protects employees and the business.



Definitions — what gambling means: office pools, brackets, fantasy leagues, online betting.



Prohibited conduct — what is not allowed on company time, devices, or networks.



Confidentiality and accommodations — how disclosures are protected and how the company responds.



Referral pathway — point to EAP, helplines, and Missouri treatment resources.



Consequences — progressive discipline that leaves room for support when an employee self-discloses.

Source: NCPG Gambling in the Workplace Toolkit; The Better Institute.

CONNECT IT TO EXISTING POLICIES

- **Substance-use** — gambling disorder is a recognized diagnosis in the DSM-5.
- **Internet & technology-use** — mobile sportsbooks live on the same devices employees use to work.
- **Conduct, ethics, and anti-fraud** — gambling can lead to conflicts of interest and misuse of company resources
- **Multi-state and union considerations** for distributed workforces.

Source: NCPG Gambling in the Workplace Toolkit; The Better Institute.

SAMPLE POLICY

DEFINITION

"Gambling means putting money or items of value at stake on an uncertain outcome — including lottery, sports brackets, fantasy leagues with buy-ins, and online betting."

IT CLAUSE

"Employees may not use company-provided internet or technology for gambling activity, including social casinos, fantasy leagues, and lottery purchases."

SUPPORT CLAUSE

"If you or a family member is struggling with gambling-related consequences, please reach out to our EAP. Support is confidential."

Source: NCPG Gambling in the Workplace Toolkit

START WITH SIMPLE LANGUAGE, THEN LOCALIZE

The NCPG workplace toolkit offers policy language you can adapt. **Tailor it to your culture and legal context** before rollout, and brief managers so they can answer questions consistently.

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