

Gambling on Company Devices and Time: Updating Your Internet and Technology Use Guidelines



WORKPLACE
WELLBEING

Mobile sportsbooks, online casinos, and gambling-adjacent apps now live on the same phones and laptops employees use to work. IT, Legal, and HR need shared language for what is allowed and what is not.

Why This Needs Urgency

45%

Share of U.S. sports wagering now placed online, with mobile bettors at higher problem-gambling risk.

2x

Problem-gambling rate among sports bettors compared to gamblers in general.

16%

Online sports bettors who met clinical criteria for gambling disorder in one referenced study.

Source: A Review of Sports Wagering & Gambling Addiction Studies; National Council on Problem Gambling.

WHAT TO ADDRESS IN YOUR POLICY



Real-money gambling on company-owned devices, networks, or accounts.



Personal-device gambling during paid work hours, including breaks if your policy applies.



Use of company time, even on personal devices, for any gambling activity.



Social casinos, loot boxes, and skin-betting platforms that mimic gambling.

Source: NCPG & New York Council on Problem Gambling; Sports Betting in Missouri: Responsible Gambling Policy; Teens and Online Gambling 2025

COORDINATE IT, HR, AND LEGAL

IT can:

- Block known gambling domains on the corporate network.
- Monitor for high-risk traffic patterns within legal bounds.
- Restrict app installs on company-managed devices.

HR and Legal can:

- Pair restrictions with a clear support pathway.
- Ensure consistent enforcement across states and unions.
- Train managers to refer, not investigate, suspected gambling concerns.

Source: NCPG & New York Council on Problem Gambling; The Better Institute. Gambling and Gaming in the Workplace

RECOGNIZING SIGNS AND OFFERING SUPPORT

Recognize signs of gambling-related harm, such as distraction, irritability, or ongoing concerns about a loved one's finances. Pair workplace restrictions with confidential support options and access to helpful resources.