

SAMPLE WORKPLACE POLICIES

A well written workplace policy is consistent with the values of an organization and employment legislation. It can ensure uniformity and consistency in decision-making and operational procedures and also add strength to the position of staff when possible legal actions arise.

Problem gambling is a significant workforce issue that is often overlooked and has the potential to negatively affect the health and well-being of an organization. When creating or revising workplace policies, consider including a policy prohibiting gambling in the workplace. This not only protects the workplace but also creates a safer environment for those who may be dealing with a gambling problem.

Below are examples to help getting started.

Sample Workplace Gambling Policy

The Company is committed to promoting a productive and healthy work environment for all our employees.

We seek to create a supportive workplace environment in which employees feel comfortable and supported in seeking assistance and recovering from a variety of behavioral health issues, including problem gambling. The purpose of this policy is to increase awareness of problem gambling and to provide guidance for employees and management in addressing problem gambling issues and their effects in the workplace.

To reduce the negative effects of gambling on the workplace, no employees may participate in any gambling activity while working or using Company-provided equipment.

Help for Employees and Family Members: If you feel you or a family member has a gambling problem, please free, confidential treatment for gambling problems is available throughout the State via the Oregon Problem Gambling Helpline (1-877- MY LIMIT).

Sample Excerpt for Internet Use Policy (Including Gambling)

Employees may not use the Internet access provided by the company to:

- Use internet-enabled activities such as gambling, excessive gaming, conducting a business or conducting illegal activities.*