Work It: The Ins and Outs of Implementing a Gambling in the Workplace Policy

Presentation Objectives

- Understanding the legal and ethical implications
- Identifying strategies to prevent workplace gambling
- Exploring the impact of gambling on productivity and morale

Introduction

- Brief overview of gambling in the workplace
- Importance of understanding the issue

The Issue

- Identification of gambling issues in the workplace
- Discussion of factors contributing to workplace gambling

Implementation

- Strategies for addressing workplace gambling
- Tools and resources for preventing gambling

Conclusion

- Recap of key points
- Call to action for addressing workplace gambling

Thank you
Work It: The Ins and Outs of Implementing a Gambling in the Workplace Policy
Presentation Objectives

- Bridging the gap from casino to desk
- Gambling in Iowa
- Introduce the Toolkit
- Building a sustainable relationship
- Questions
Presenters

Keellia Guevara, PS from Heartland Family Service

Katie Bee, CPS from Employee & Family Resources
The Need

• Importance of Environmental Strategies
• Gambling in Iowa
• Crossing the workplace bridge
• Reducing the stigma associated with gambling disorders
• Best practices in the workplace
16% of adult Iowans reported experiencing at least one symptom associated with problem gambling during the past 12 months.

26% of kids in Iowa are gambling

Nearly 1 in 3 (29.8%) Iowans report knowing a person with financial, physical, or emotional problems caused by gambling.

Gambling in Iowa

- Adult Iowans
  - 93.4% reported having "ever" gambled
  - 77.8% during the past 12 months
  - 46.4% in the past 30 days
- 1 in 5 adults (17.7%) report being negatively affected by the gambling behavior of a family member or friend
- More than half (55.7%) of adult Iowans said the harms of gambling for society outweigh the benefits when asked about the impacts gambling has on society

Gambling in the Workplace | Toolkit

It is our goal to:
  • Familiarize you with the toolkit
  • Provide steps to effectively implement the toolkit
  • Provide guidance on the various components
  • Discuss the facilitator training
  • Empower you to make change in the communities you serve
How to Approach a Business

- This can be the hardest part of the process!
- Current Workplace Policy
- Wellness + Expectations = Productivity
- Taking the guess work out
- Collectively working towards a safe work environment
- Building capacity
- Check with your agency's EAP contracts
Making the Case

- Connecting the dots between substance abuse and problem gambling
- Assessment data | show the need
- Collaborate and plan | Partnership
Implement the Policy

- Provide a staff training
- Define clear expectations and guidance
- This must be enforced
- Provide visual aides on a regular basis
GAMBLING IN THE WORKPLACE

Employee & Family Resources
Heartland Family Service
Goals for this presentation

• Learn what problem gambling is and how it can get started
• Understand why gambling at work can be a negative thing
• Recognize the need for a comprehensive company policy regarding problem gambling
Cases of work theft to cover need to gamble in the Heartland

"Twenty-five hundred at a time, maybe $5,000 a month. I never kept track of it, then when they came up with the figure of $340,000, I literally was sick.

“That's all I was obsessed about, gambling and covering it up.”

Tamara Mahlberg
Omaha book keeper serving 2-4 years in for theft

http://www.wowt.com/home/headlines/11252531.html
Susan Hense, 54, faces up to 20 years in federal prison and agreed in the plea deal to pay $837,011 in restitution to 15 former clients in Tama county Iowa.

Hense said that she stole the money because she had a gambling addiction.

Hense was also charged with first-degree theft for writing five bad checks between Oct. 3 and 5, 2013 to the Meskwaki Casino for cash, totaling $13,000.

Caroline Richardson - Embezzled over $4.1 million at local Omaha business, money used to gamble at Ameristar

It is the largest amount of money ever embezzled in the state of Nebraska

Former company is not pressing charges against her but is suing Ameristar casino, claiming that they should've known something was wrong by amount of money she could spend

http://www.ketv.com/news/woman-arrested-for-4m-tax-fraud/21182876
How gambling can become a problem

Problems at home
Low self-esteem
Emotional pain
Stress
Loneliness
Boredom
The thrill of competition
Exposure to gambling at a young age
Family history of addiction
Abuse history
Negative childhood
Gambling

The act of betting something of value on an unknown outcome
A problem gambler is anyone whose gambling is causing psychological, financial, relationship, family or other difficulties.
# Problem Gambling vs. Substance Abuse

<table>
<thead>
<tr>
<th>Similarities</th>
<th>Differences</th>
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<tbody>
<tr>
<td>Loss of control</td>
<td>Doesn’t require ingestion</td>
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<tr>
<td>Denial</td>
<td>No physical damage to body</td>
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<td>Depression &amp; mood swings</td>
<td>Can’t be tested</td>
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<td>Chasing first experience</td>
<td>Financial problems</td>
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<tr>
<td>Blackouts/brownouts</td>
<td>Hidden addiction</td>
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<tr>
<td>Use as an escape</td>
<td>Fewer prevention &amp; treatment options</td>
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<tr>
<td>Preoccupation</td>
<td></td>
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<tr>
<td>Low self-esteem &amp; high ego</td>
<td></td>
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<tr>
<td>Use of rituals</td>
<td></td>
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<tr>
<td>Similar psychological highs</td>
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<tr>
<td>Stigma</td>
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Prezi
Signs of Problems in the Workplace

Work performance deteriorates
pre-occupied
trouble concentrating
absent or late for meetings
misses assignment deadlines
Frequent unexplained absences or disappearances from work
Eager to organize and participate in betting opportunities
Frequently borrows money, argues with co-workers about money that is owed to them
Complains about mounting debts
Excessive use of the telephone for personal calls
Experiences mood swings, often related to winning and losing streaks
Credit card or loan bills are mailed to work rather than home.
Increasingly spends more time gambling during lunch hours and coffee breaks
Pay is requested in lieu of vacation time
False claims are made against expense accounts
Theft of property
How do we gamble in the workplace?

Office Pools:
Sports (Fantasy Sports, NCAA Brackets, etc.)
When's the baby coming?!
Lottery tickets as gifts or incentives
Group purchasing of lottery tickets
Encouraging or hosting activities at a casino
Sports Betting at Work

71.5% responded they took place in an office pool. Of those, some 65 percent said that their workplace gambling had included a NCAA bracket
(Vault Office Betting Survey 2011)

Around 41 million people are now playing fantasy sports, which include everything from baseball and basketball to boxing and hockey [http://en.wikipedia.org/wiki/Fantasy_sport#Popular_sports](http://en.wikipedia.org/wiki/Fantasy_sport#Popular_sports)

In Iowa, playing paid fantasy sports games is still illegal [http://whotv.com/2015/02/04/proposed-bill-would-make-fantasy-sports-games-legal/](http://whotv.com/2015/02/04/proposed-bill-would-make-fantasy-sports-games-legal/)
Employers Responsibility

By endorsing the act of winning money through bets at work, companies put themselves in a vulnerable position.

Companies have an obligation to provide a safe environment, allowing gambling at work is similar to allowing drinking at work.
What can supervisors do?

Express concerns in a caring and supportive manner
Use work related observations
Explain how the problem affects you
Be clear about your position
Respect personal boundaries
Provide information, not advice
Be prepared for denial or a hostile reaction

Oregon Department of Human Services
What can organizations do?

Create a Gambling in the Workplace Policy
Provide awareness training
Provide financial counseling
Monitor the money stream
Do not give out lottery tickets or host events at a casino
Do not endorse office pools or allow them to be played with money

Oregon Department of Human Services
What can HR professionals do?

Have workplace block gambling websites
Provide Education and have information readily available about problem gambling resources
If talking with employees express concern in a non-judgmental way
Document problems using work related observations

Oregon Department of Human Services
Resources

1-800-BETS OFF http://www.1800BETSOFF.org/

Iowa Gambling Treatment Program, Iowa Department of Public Health https://www.idph.state.ia.us/IGTP/

created by Keelia Guevara, Heartland Family Service and Katie Bee, Employee and Family Resources in partnership with Iowa Department of Public Health
Evaluate & Grow

- During annual surveys, ask if the content is being received
- Track how many staff have sought assistance through HR
- Disseminate quarterly surveys
- Communication between leaders to discuss barriers and/or successes
- Grow with the data
Questions

Thank you