

GAMBLING IN THE WORKPLACE

FOLDER & INSERT

Keep your workplace

S A F E

and healthy.

GAMBLING IN THE WORKPLACE TOOLKIT

Use the included handouts and posters to help prevent gambling from becoming a problem for your employees.

HELP

is available 24/7.



YourLifeIowa.org 855.581.8111 **CALL** 855.895.8398 **TEXT**

**THANK YOU
FOR
DELIVERING
THESE
TOOLKITS!**

Problem gambling is a serious public health issue that can affect people's work performance and general well-being.

That's why 1-800-BETS OFF from Your Life Iowa has created our Gambling in the Workplace Toolkit. It's designed to help employers prevent a gambling problem from occurring in the workplace, as well as provide the proper tools to intervene if an employee discloses a problem.

In this box, you'll find multiple Gambling in the Workplace Toolkits that include handouts and posters designed to educate companies and employees about the potential harms of gambling. By delivering these toolkits to businesses in your community, you're on the frontlines of helping Iowans lead a healthy life.

**Thank you for doing
your part to make
Iowa workplaces safe
for everyone!**

**IF YOU HAVE QUESTIONS,
PLEASE CONTACT:**

YLI@IDPH.IOWA.GOV



GAMBLING IN THE WORKPLACE

HANDOUTS

PREVENTING GAMBLING IN THE WORKPLACE

Thank you for making health and wellness a priority!

Chances are, your workplace already has regulations in place that prohibit the use of alcohol, tobacco/nicotine and drug use at work or during work hours. But there's another potential workplace hazard that's important to think about – gambling.

Gambling is recognized as a brain disease and is categorized as a Substance-Related and Addictive Disorder in the *Diagnostic and Statistical Manual fifth edition*. It's important that workplaces understand that gambling can be problematic.

That's why I-800-BETS OFF from Your Life Iowa created this toolkit. It provides strategies to help prevent a problem from occurring in the workplace, as well as the proper tools to intervene if an employee discloses a gambling problem.

What can you do?

There are a few things you can do at your workplace to protect employees, including:

- Block gambling websites
- Provide education and have information readily available
- Express concern in a non-judgmental way when talking to employees
- Use work-related observations if and when you notice a problem
- Be consistent with your stance

Toolkit contents

- Talking points for human resources, management and administration
- Posters and visual aids
- Best practices for implementing a gambling workplace policy
- Workplace policy template

When you include a gambling component in your current workplace policy, you're taking an important step to keep your workplace as healthy as it can be. With your help, we can provide a safe and conducive work environment that sets employees up for success.

To learn more about the Gambling in the Workplace Toolkit, please contact:

YLI@IDPH.IOWA.GOV



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WORKPLACE GAMBLING POLICY TALKING POINTS

Let your employees know the facts about problem gambling.

The following talking points can help you address gambling concerns with your employees.

In Iowa, about 90% (2.1M) of the adult population reports gambling in their lifetime. About 75% (1.7M) gambled in the past year, and about 48% (1.1M) have gambled in the past 30 days.

It is estimated that about 14% (315,000) are at risk for developing a gambling problem, while about 18,000 meet the full criteria of a gambling disorder.

When looking at adult Iowans who bet on sports or play fantasy sports contests, about 23% are at risk to develop a problem with their gambling.

The behavior and consequences of a gambling problem do not just affect the individual who gambles – almost 1 in 4 adult Iowans (505,000) report that they have been personally and negatively affected by the gambling behaviors of friends, coworkers, family members or someone else that they know.

How do I know when gambling is causing a problem? When gambling begins to cause negative consequences like psychological, financial or emotional distress, marital or legal struggles, and/or begins to negatively impact the individual, their coworkers, friends and families, it is time to take action to help.

Problem gambling manifests itself in different ways. It is much more than a person spending too much time in a casino. It can be an isolated case of overspending, a pattern of excessive spending when upset or it may be an ongoing problem with continual losses and growing debts.

Individuals with a gambling disorder experience a range of problems including financial debt, professional and personal problems, or even withdrawal symptoms when attempting to stop or reduce gambling.

Anyone with a substance use or mental health disorder is 10 to 15 times more likely to develop a problem with gambling. However, anyone in the population can develop a problem with gambling, regardless of gender or race.

Although it is not often recognized as such, this can be a significant workforce issue. The effects of a gambling problem will almost always appear at work. The individual often spends increasing amounts of time involved in gambling, placing bets and using their personal phone and devices at work. In some cases, a gambling problem leads to theft and crime in the workplace.

Gambling does not just affect the person with the problem. It greatly affects loved ones and family members as well. Family members may be completely preoccupied with the situation at home and be unable to focus or concentrate at work. During the workday, they may also show signs of anger, resentment, frustration and isolation.

References: Iowa Department of Public Health; International Center for Responsible Gaming, Employee & Family Resources and Heartland Family Services, *Gambling and Health in the Workplace*, International Center for Responsible Gaming (ICRG); Park, K., Losch, M., Muilenburg, R., & Zubrod, A. (2019). *Gambling Attitudes and Behaviors: A 2018 Survey of Adult Iowans Toward Prevalence of Gambling*. Cedar Falls, IA: Center for Social and Behavioral Research, University of Northern Iowa. *Des And Behaviors: A 2018 Survey Of Adult Iowans*

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WORKPLACE GAMBLING POLICY TEMPLATE

Sample Draft

At _____, we care about the physical and mental engagement of our employees.

COMPANY NAME

At _____, we are committed to fostering a healthy and safe work environment for our employees. We have a statutory duty to ensure that our employees do not endanger their own safety, or that of other employees in the workplace, through the harmful effects of problem gambling issues such as depression, debt and relationship problems. We are committed to regulating the workplace environment and limiting employee exposure at work to gambling.

COMPANY NAME

As a matter of policy, _____ prohibits commercial gambling at work and during working hours and prohibits visiting gambling sites on electronic communication devices such as mobile phones, computers and tablets supplied by the company for the purpose of work. _____ takes measures to block gambling sites on these devices. This policy applies to all employees, including managers, contract workers and visitors to the organization.

COMPANY NAME

COMPANY NAME

_____ understands gambling may be an enjoyable recreational activity for many employees. If staff members choose to gamble, we advise staff members to gamble responsibly during their own time.

COMPANY NAME

If you are affected by a gambling problem, you are encouraged to contact _____, who will assist you with information on problem gambling, responsible gambling and available treatment services. If you are aware that another employee is affected by gambling problems, you have a duty to respect the privacy of that individual and to ensure that they are treated in a fair and reasonable manner. For further information on how to address your concerns appropriately, contact Human Resources.

HR REPRESENTATIVE

If an employee requires reasonable adjustment to address personal or family issues related to gambling, we encourage the employee to discuss options with their immediate supervisor or Human Resources. _____ has a number of options available to employees as part of our flexible work conditions policy.

COMPANY NAME

For help, we encourage employees to contact 1-800-BETS OFF from Your Life Iowa or visit YourLifelowa.org/gambling.

For additional information, please contact:

BUSINESS CARD ATTACHED HERE



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GAMBLING: KEEP IT FUN

Tips to keep gambling from getting out of control.

Many people who go to a casino, place a wager on a sport, play the lottery, or participate in social/charitable gambling, do so for fun and entertainment, and have a healthy expectation about winning and losing.

However, for some people, going to the casino, playing scratch cards or betting on the game can turn into a serious health problem. I-800-BETS OFF from Your Life Iowa has some easy steps you can follow to make sure your gambling stays fun:

- Only use disposable money to gamble. After all your bills are paid, money is saved and groceries are stocked, then the leftover money is yours to spend as you want.
- Never borrow money from friends or family, work associates or your spouse to gamble.
- Decide the amount of money you are going to gamble and take only that cash into the casino or to the lottery counter.
- Do not bring any extra money, credit cards or debit cards into the casino with you. This protects you from overspending.
- Decide how much time you are going to stay in the casino or racetrack and stick to it. You can set an alarm on your phone to remind you when it is time to leave.

People who gamble for fun have healthy expectations about winning and losing, set limits on the amount of time and money spent when gambling, and are informed about the odds. In turn, these people are less likely to develop a problem with gambling.

Think of gambling like going to a movie. When you go to the theater, you spend money for your ticket and snacks. It's your entertainment for the evening and you leave with the experience but no money! Thinking of gambling in a similar way, as an experience that you pay for – without expecting any money back – is a healthy way to approach any gambling activity.

Please remember that having a problem with gambling is not a sign of weakness, moral failing or lack of willpower. It is a treatable non-substance related addictive disorder. If you are experiencing a loss or have a substance use or mental health disorder, with substance use or a mental health disorder, you are more likely to develop a gambling problem.

For more information or to talk to someone who will listen and not judge, please contact 1-800-BETS OFF from Your Life Iowa. Our compassionate professionals provide free, confidential support.

PROBLEM GAMBLING/ HAVE THE CONVERSATION

If you know someone who is being impacted by gambling, let them know you care.

Do you know someone whose gambling is becoming a problem? It's estimated that about 1 in 4 adult Iowans have been negatively impacted by the gambling of others. If you know someone whose gambling is getting out of control, it's important that you have a conversation with them. After all, about 14% of adult Iowans are experiencing problems related to their gambling. For individuals participating in fantasy sports and sports betting, the risk increases to 23%.

Many of these individuals don't know what problem gambling is, that they've developed a problem or where to get support. I-800-BETS OFF from Your Life Iowa is here to help.

Problem gambling is a public health issue.

Problem gambling affects all aspects of physical, social and mental health. It can affect families, work performance and general well-being. It's important to know the signs of a gambling problem, that treatment is available and that prevention works. Use this document to learn about problem gambling, how to recognize the signs and where to go for help.

How does this impact me?

- It's estimated that 1 out of 4 adult Iowans know someone whose gambling may be causing problems for them.
- If you gamble, it is important to recognize that while this activity can be fun and recreational it can also become a serious issue.
- Your awareness may help a loved one seek the necessary help.
- Problem gambling is a public health issue that impacts relationships, families, businesses and communities.

What are the consequences?

- Serious health issues including suicide¹, depression, domestic violence and work issues.
- Their children are at higher risk for gambling problems, tobacco and/or other substance use problems, and overeating.
- Increased risk for stress in relationships and families.
- Increased risk for financial difficulties.
- Increased risk for depression and other mental health concerns.
- ¹Studies have found that individuals who have problems with their gambling are 6 times more likely to have suicidal thoughts, and 15 times more likely to die by suicide.

PROBLEM GAMBLING/HAVE THE CONVERSATION continued

How do I have the conversation with a loved one?

Talking with someone you know about a potential gambling problem can be difficult. Remember, you cannot stop the person from playing – only he or she can make the decision to stop. Choose the right moment, speak in a caring and understanding tone and hear what he or she is saying. To start the conversation:

- *Be clear, non-judgmental and speak only for yourself.*
"I have been noticing changes in your behavior, and I'm worried about you."
- *Be positive.*
"Your involvement in our family is usually so good and we miss you."
- *Explain how the problem affects you.*
"The amount of money you're spending on gambling is hurting our family."
- *Use everyday observations.*
"You are coming home late every day, and are too distracted to spend time with us."
- *Be clear about your position.*
"We all depend on each other. We need to be able to count on you."
- *Be prepared for denial or hostile reaction.*
"It must be uncomfortable to hear this. It is difficult for me to bring it up, but I am concerned about you."

Remember...don't try to fix the problem yourself. Help is available for you as well as your friend or family member whose gambling is becoming a problem.

For more information or to talk to someone who will listen and not judge, please contact 1-800-BETS OFF from Your Life Iowa. Our compassionate professionals provide free, confidential support.

SPORTS WAGERING

How to keep sports fun.

In the United States, sports betting and fantasy sports are incredibly popular. In Iowa, betting on sports and fantasy sports contests became legal in August 2019. Prior to legalization, about 1 in 5 adult Iowans (430,000) bet or wagered on games of skill, office pools or other sports betting (professional or amateur games) in the past 12 months. About 5% of adult Iowans participated in a fantasy sports contest in the past year, with 92% having bet or wagered in the outcome.

Sports bettors are more likely to be male (82%) and almost half (49%) are 18 to 34 years. 60% of sport bettors have some college or a bachelor's degree and more than half of sport bettors (54%) have a household income of \$75K or more.

Iowans who bet on sports are almost twice as likely to be at-risk for problem gambling (23%) than those that don't place bets on sports.

“ I was getting so lost in it,” said David Devaney from NYTimes.com when recalling hours spent in the glow of a laptop, analyzing players and trade offers until they were indecipherable. “Everything revolved around maximizing points. It was consuming me. I wasn’t thinking about the game of football when I’d sit down to watch football. I was thinking about the players. Things got bad. ”

I-800-BETS OFF from Your Life Iowa wants to help make sure sports and fantasy sport contests are fun for everyone. Here are some tips:

1. **Set time limits.** Sports betting and fantasy sport contests can consume hours of your time. Determine how much time per week you will spend and don't exceed it.
2. **Stay involved with other activities you have fun doing.** Make sure you have a balance of activities – sports betting and fantasy sport contests should not take over other activities you are interested in.

3. **Keep your friendships and relationships.** Keep a balance of friends who play fantasy sport contests and ones who don't.
4. **Set money limits.** Limit the amount of money spent on sports betting or fantasy sport contest fees.
5. **Have fun playing.** Don't let the game become stressful. Are you losing sleep thinking about the outcomes? If so, it may be time to get help.

“ I was losing sleep over moves and trades and other decisions. But when all social contributions with friends and family were fantasy football-related, that was an indicator that I needed to unplug.”

– Austin Lee, NYTimes.com

For more information or to talk to someone who will listen and not judge, please contact 1-800-BETS OFF from Your Life Iowa. Our compassionate professionals provide free, confidential support.

References: *Esports Betting and Fantasy Sports.* Park, K., Losch, M., Muilenburg, R., & Zubrod, A. (2019). *Gambling Attitudes and Behaviors: A 2018 Survey of Adult Iowans Toward Prevalence of Gambling.* Cedar Falls, IA: Center for Social and Behavioral Research, University of Northern Iowa.



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GAMBLING IN THE WORKPLACE

POSTERS

IS YOUR GAMBLING BECOMING A PROBLEM?



1

YES / NO

During the past 12 months, have you become restless, irritable or anxious when trying to stop or cut down on gambling?

2

YES / NO

During the past 12 months, have you tried to keep your family or friends from knowing how much you've gambled?

3

YES / NO

During the past 12 months, did you have financial trouble as a result of your gambling and had to get help with living expenses from family, friends or welfare?

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If you answered yes to any of these questions, **1-800-BETS OFF** from Your Life Iowa can help.
NO JUDGMENT. JUST HELP.

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SIGNS YOU MAY NEED HELP WITH YOUR GAMBLING.



ASK YOURSELF THESE QUESTIONS. DO YOU...

- 1 Find yourself constantly thinking about gambling, including past gambling experiences, future gambling ventures or ways of getting money for gambling?
- 2 Need to gamble with larger amounts of money or with larger bets in order to get the same feeling of excitement?
- 3 Repeatedly try to cut down or stop your gambling but have been unsuccessful?
- 4 Feel restless or irritable when you try to cut down or stop gambling?
- 5 Gamble to run away from problems or to get relief from feeling depressed, anxious or bad about yourself?
- 6 Often gamble on a day after losing money in order to win back your losses?
- 7 Lie to family members, friends or others in order to hide your gambling from them?
- 8 Know you've lost or almost lost a significant relationship, job or educational or career opportunity because of gambling?
- 9 Rely on others to provide money to relieve a desperate financial situation caused by gambling?

If you answered yes to one or more of these questions, you're considered at risk for or may already have developed a problem with gambling. You are not alone. Approximately 315,000 Iowans experienced at least one of these symptoms of problem gambling in the past year.

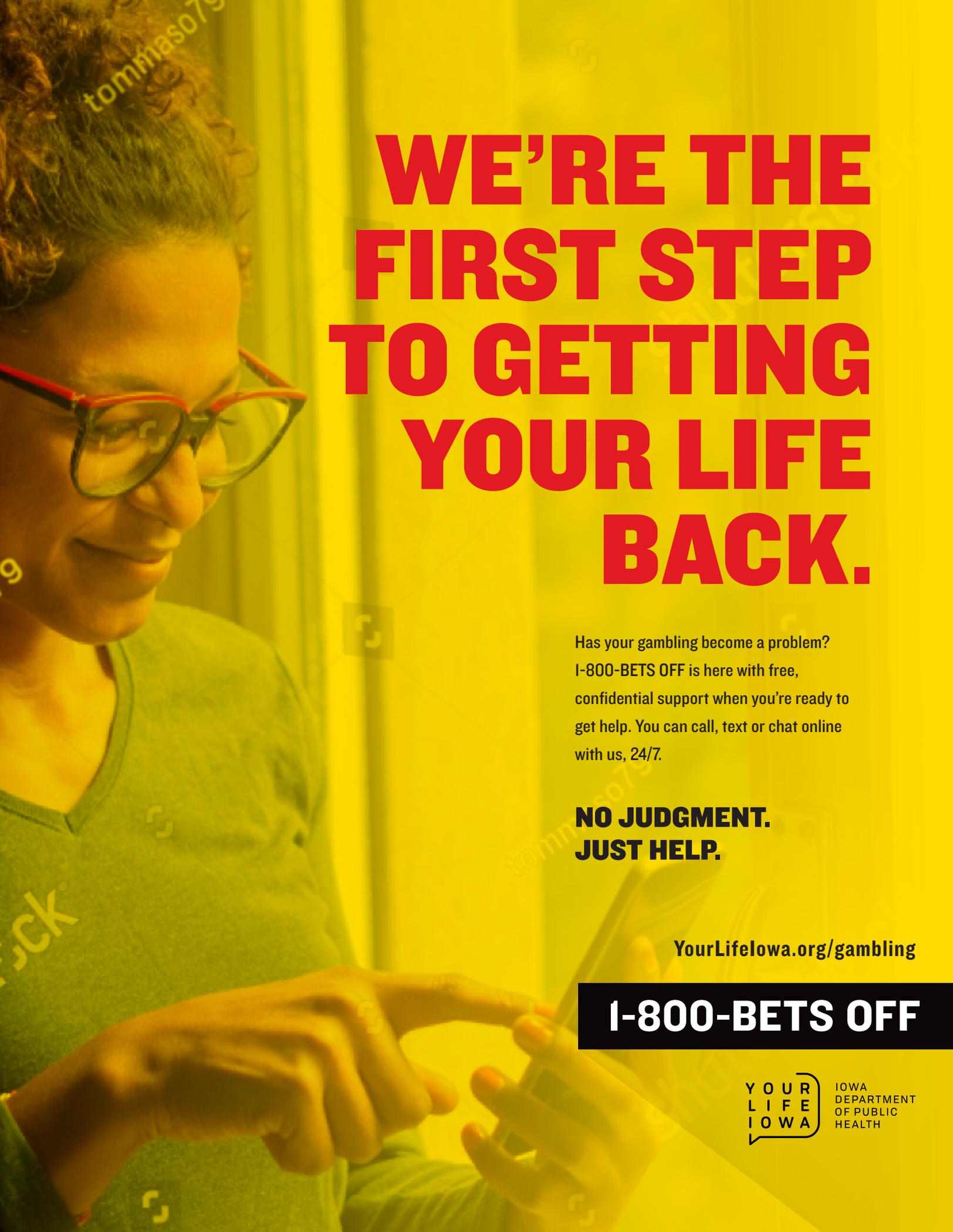
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Diagnostic and Statistical Manual of Mental Disorders fifth edition



A woman with curly hair and glasses is looking down at a smartphone. The background is a bright yellow-green color with a grid pattern. The text is in large, bold, pink letters.

WE'RE THE FIRST STEP TO GETTING YOUR LIFE BACK.

Has your gambling become a problem?
I-800-BETS OFF is here with free,
confidential support when you're ready to
get help. You can call, text or chat online
with us, 24/7.

**NO JUDGMENT.
JUST HELP.**

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NO JUDGING. JUST HELPING.

Everyone needs help sometimes. Especially if your gambling has gotten out of control.

I-800-BETS OFF is here to provide free, confidential support. Whenever you need us.

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24/7

**THAT'S HOW OFTEN
WE'RE HERE FOR YOU.**

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OF PUBLIC
HEALTH

Hillary Fox

mutterstock

IF YOU WANT YOUR LIFE BACK...

**IF YOUR
GAMBLING'S
GONE
TOO FAR...**

**IF YOU'RE
READY FOR
HELP...**

...WE'RE HERE FOR YOU, 24/7.

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Keep your workplace

S A F E

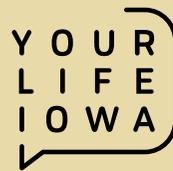
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