

PROBLEM GAMBLING IN THE WORKPLACE

MARION COUNTY TOOLKIT



Problem Gambling Helpline
1-877-MY-LIMIT

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Marion County
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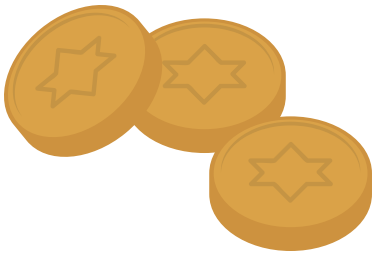
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INTRODUCTION



This toolkit is the first step in protecting your business and helping employees, family, and friends who may be dealing with the devastation of problem gambling. Decreased employee productivity, turnover, and embezzlement are possible symptoms of problem gambling. By creating a supportive and healthy workplace environment, you will safeguard against the effects problem gambling has on your business and enhance employee well-being.

Gambling has become an increasingly popular form of entertainment. Although gambling is a harmless activity for most Oregonians, 2.6% of adults (approximately 81,800 Oregonians) are classified as a problem or pathological gambler. In Marion County, that adds up to about 7,000 problem gamblers. Most of these problem gamblers are employed, with negative effects of problem gambling almost always spilling out into the workplace.



\$785,000 was embezzled by an Assistant Manager at First American Title Insurance of Portland to gamble

\$900,000 stolen from an employee at US Bank in Aloha to gamble

\$144,000 was embezzled by an executive director of the non-profit Miracles Club in Portland to gamble

Inside this toolkit, you will find:

- **Recognize a Problem Gambler** - Signs and helpful hints on how to effectively communicate with problem gambler
- **Fraud/embezzlement protection checklist** – Use this checklist to identify policies and procedures that can further protect your business from the negative effects of problem gambling
- **Sample workplace policies** – Use these example policies to incorporate gambling restrictions in the workplace
- **Break room posters** – Hang these in a high traffic common area to ensure employees know where to find help for someone who has a gambling problem
- **Resources** – Additional problem gambling prevention and treatment resources in Oregon and Marion County to support your business and employees



RECOGNIZE A PROBLEM GAMBLER

A problem gambler is a person whose gambling causes negative consequences in their life. This can be from an isolated incident of overspending, or an issue over a long period of time. When gambling is an issue, the problem is not unique to a gamblers personal life. Problem gamblers become preoccupied or addicted to gambling, causing performance, time, and financial issues that affect a gamblers professional life. See below helpful hints in recognizing a problem gambler.

Performance Issues

- Decreased efficiency
- Poor quality work
- Lack of concentration
- Preoccupation or distraction
- Anxiety, stressed, depression
- Excessive use of the phone or internet

Time Issues

- Chronically late/absent to work
- Unexplained absences
- Extended lunches or breaks
- Missed deadlines

Financial Issues

- Frequently borrows money from co-workers
- Complains about mounting debt
- Bills mailed to work-not home
- Frequently requests salary advances
- Willing to work OT-for pay
- Falsifies financial records
- Theft of company property or embezzlement of funds

When having a conversation with a coworker or loved one regarding a gambling problem, be clear, positive, non-judgmental, and discuss how it effects you. Know only they can choose to change their behavior. Find more information at www.OPGR.org.



FRAUD PROTECTION CHECKLIST

Fraud is most often detected by accident, through a whistle blower, or an internal audit. Experts say in almost every situation fraud is detected, the guilty party is the person above suspicion. If answers to some of these questions are "NO", consider consulting a professional financial advisor to change policies and procedures to protect your business.

- | | | |
|-----|----|--|
| Yes | No | Does your business require two signatures on every check? |
| Yes | No | Are accounting personnel prohibited from being signers on bank accounts? |
| Yes | No | Are all employees who handle checks and cash bonded? |
| Yes | No | Does your business keep the check supply under lock and key? |
| Yes | No | Does your business use a high quality check stock that would be difficult to scan? |
| Yes | No | Are two people involved in computing payroll and remitting payroll taxes? |
| Yes | No | Does your business have internal control policies? |
| Yes | No | Does your business check bank records to verify authorized signers on signature cards? |
| Yes | No | Does your business have tested policies on cash transactions? |
| Yes | No | Does your business have an effective audit committee? |
| Yes | No | Does your business have a policy restricting internet gambling in the workplace? |



SAMPLE WORKPLACE GAMBLING POLICY

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, contact Oregon's free, confidential problem gambling resource. Visit www.OPGR.org, or call the Oregon Problem Gambling Helpline at:

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.



Reflect on these questions which can prevent problems with gambling.

How much is gambling costing you?

Most adults (9 out of 10) agree that people should understand how much gambling costs them. See www.oregonlottery.org/play-responsibly

Are losses the cost of entertainment?

Most adults (8 out of 10) agree that people should treat the money they lose as the cost of entertainment.

Is a dollar limit set and followed?

Most adults (9 out of 10) agree that people should set a dollar limit on how much they will gamble and stick to it.

Are losses expected more than winnings?

Most adults (8 out of 10) agree that people should expect to lose when they gamble.

Is trying to win back lost money avoided?

Most adults (9 out of 10) agree that people should avoid “chasing” lost money, that is, they should avoid trying to win back lost money.


Reflect
Resource
Renew

Three steps to address concerns
about gambling. Visit OPGR.org
for more information.

OPGR.org

Oregon
Health
Authority

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OREGON PROBLEM GAMBLING RESOURCE



**MOST Oregon adults,
73%, agree
that they would want
someone to intervene
if they had a problem
with gambling.**

OPGR.org provides free, confidential resources for individuals who may engage in problem gambling and support for those who are concerned about someone else's gambling.

Reflect
Resource
Renew
The best way to address concerns
about gambling. Visit **OPGR.org**
for more information.

OPGR.org **Health**
Oregon

OPGR
OREGON PROBLEM GAMBLING RESOURCE

PROBLEM GAMBLING CAN BE AN UNHEALTHY ADDICTION



Artwork by: Jarrod K., Whiteaker Middle School

Repeated unsuccessful attempts to stop is a sign of a problem

FREE help is available for Gamblers and their loved ones

Call 1-877-MY-LIMIT or WWW.OPGR.ORG



OREGON
Health & Human Services

2019 Problem Gambling Prevention Program

RESOURCES

Follow Us



Prevention Resources

Educational Resources –

Marion County Prevention can provide larger posters, rack cards, videos, and other resource materials.

www.OPGR.org provides **FREE** information and resources for gamblers and their loved ones.

Free On-Site Training Sessions –

A presentation and training designed to assist employers and employees in understanding the complexities of problem gambling.

Treatment Resources

Oregon Problem Gambling Resource (OPGR): Confidential & FREE live chat, text message, e-mails, or phone conversations are available through the Problem Gambling Help Line. Professional Certified Counselors are available to listen, educate and provide resources 24 hours a day/7 days a week for problem gamblers and their families. All evaluations, counseling and treatment are FREE to Oregon residents. Call 1-877-MY-LIMIT or visit online at www.OPGR.org.

Gamblers Anonymous (GA): Gamblers Anonymous provides people with an opportunity to share their experience, support and hope in order to stop gambling. A list of local meetings is available by calling the Problem Gambling Help Line.

Gam-Anon: Gam-Anon provides a supportive environment for the spouses, relatives, or close friends of problem gamblers to share their experiences. A list of local meetings is available by calling the Problem Gambling Help Line.

Bridgeway: Bridgeway is a residential treatment program in Salem, OR that utilizes an addictions and mental health treatment approach individualized to meet the needs of each person and family member who reach out for help. Call 503-363-2021 for a free appointment.

Contact Us

**Marion County Health & Human Services
Department**

Health Promotion & Prevention Team

Phone: 503-576-2867

Email: MCHDPrevention@co.marion.or.us

Address: 2045 Silverton Rd. NE Suite B
Salem, OR 97301

Website:

www.co.marion.or.us/HLT/PH/PS/gambling

