

Operational Policy

Policy title:	Workplace Gambling Policy		
Policy number:	ODHS OHA 010-025		
Original date:	09/14/2020	Last update:	09/14/2020
Approved:	Kris Kautz, OHA Deputy Director Don Erickson, ODHS Deputy Chief Administrator		

Purpose

The Oregon Health Authority (OHA) and the Oregon Department of Human Services (ODHS) are committed to promoting the health and safety of all its staff. DHS|OHA seek to create a workplace environment in which staff feel comfortable and supported in seeking assistance and recovering from a variety of behavioral health issues, including problem gambling or gambling disorders.

Description

The purpose of this policy is to reduce the impact of problem gambling in the workplace by increasing awareness of problem gambling, providing a supportive environment for persons in recovery from gambling problems, and to provide guidance for all staff in acceptable and unacceptable staff gambling practices.

Applicability

This policy applies to all ODHS and OHA staff including employees, volunteers, trainees and interns.

As keepers of the public trust, all agency employees have a responsibility to comply with state and agency policies, administrative rule, and state and federal law. The agency takes this responsibility seriously and failure to fulfill this responsibility is not treated lightly. Employees who fail to comply with state or agency policy, administrative rule, or state and federal law may face progressive discipline, up to and including dismissal from state service.

Policy

1. Problem gambling is when an individual engages in activities that involve wagering money or something else of material value on an event with an uncertain outcome in the hope of winning something of greater value, in spite of negative personal, social or financial consequences. Problem gambling does not reach a clinical diagnostic level of disordered gambling.
2. Disordered gambling is when an individual persistently and recurrently engages in activities that involve wagering money or something else of material value on an event with an uncertain outcome in the hope of winning something of greater value, leading to clinically significant impairment or distress. Also referred to as gambling disorder or gambling addiction, disordered gambling is a clinical term relating to a score assessed by a professional using a recognized set of nine criteria.

3. Staff shall not participate in any gambling or gambling related activity while on state business time or using state issued equipment. This includes the use of state issued computer, e-mail, phone, internet, etc. to gamble.
4. Staff shall not participate, while on state owned or leased property, in any gambling activity that is not a Director's Office approved charitable fund-raiser.
5. ODHS|OHA reserves, and intends to exercise, all rights relating to any gambling activities that occur at the workplace.
 - a. ODHS|OHA shall trace, review, intercept, block, restrict, screen, and disclose any information, in accordance with applicable disclosure of information policies.
 - b. ODHS|OHA may stop any gambling activities at any time.
6. Gambling activities approved by the Director's Office shall be for charitable fund-raising purposes.
 - a. Approval shall be granted in accordance with ORS 167.118 and only after the gambling activity has been assessed for risk factors including minimizing relapse triggers for persons in recovery from gambling problems.
 - b. Gambling activities approved by the Director's Office shall be consistent with the agencies' mission and values.
7. Training and education shall be provided to staff on problem and disordered gambling, the links between gambling and other addictive behaviors, and information on how to access available resources for those who may need assistance.
8. The Oregon Problem Gambling Resource helpline (1-877-695-4648) and website (OPGR.org) materials shall be accessible and included in messaging related to charitable fund raising to reduce triggers and provide support to those in recovery from gambling problems.
9. Staff discovered gambling on state time or using work related resources may be subject to appropriate disciplinary action and shall be provided the opportunity to go to an employee assistance program or problem gambling treatment program for a problem gambling evaluation and treatment, if recommended.
10. Staff and their family members shall be informed that free, confidential treatment for gambling problems are available for the person gambling or concerned others impacted by the gambling and can be accessed by connecting with the Oregon Problem Gambling Resource.

References

[ORS Chapter 167](#)

[ORS 167.108](#)

[ORS 167.109](#)

[ORS 167.117](#)

[ORS 167.118](#)

[ORS 464](#)

[ORS 464.310](#)

[ORS 464.385](#)

[29 CFR 2202.6](#)

[Oregon Problem Gambling Resource](#)

Forms referenced

Related policies

Contact

Problem Gambling Services

Pgs.support@dhsoha.state.or.us

Policy history

Version 1 – Joint ODHSOHA policy – 09/14/2020

Keywords

Chance, charitable gaming, charity, gambling, gambling disorder, gaming, internet, problem, raffle, restrictions, workplace

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