

Sports Betting Raises Legal Concerns for Employers

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Nandini Sane spoke with *SHRM* about the legal challenges employers face with office betting pools and the legalization of sports gambling. With sports gambling legal in majority of the states there is a potential loss of productivity from employees. "It is certainly more challenging now than ever before for employers to effectively prevent gambling during work time, given that a number of states now have legal online sports gambling," said Nandini. "A well-crafted Internet use policy and a workplace gambling policy, as well as closely monitoring employee productivity, may help employers curb the negative effects of gambling in the workplace." She suggested keeping money out of office pools and offering nonmonetary prizes, such as time off work, lunch for the team, or other work-related benefits.

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