



HALLS HEAD BOWLING & RECREATION CLUB INC

STAFF GAMBLING POLICY 2023-2024

OBJECTIVE

The Club cares about the physical, mental and financial health of its employees. The main objectives of this policy are:

1. To foster a healthy environment for people who could be at risk of developing gambling problems or are recovering from gambling addictions;
2. To assure patrons and guests that the gambling operations of the Club are conducted in a fair and equitable manner; and
3. To ensure the Club complies with its legal obligations.

SCOPE

Employees are not permitted to participate in any form of gambling on the Club's premises, either whilst on duty, during meal breaks or outside of working hours, regardless of whether employees are members of the Club or not.

Forms of gambling include, but are not limited to, poker machines, card machines, online gambling, TAB and Keno.

This policy does not prevent employees from attending the Club recreationally and using other Club facilities outside of their periods of work.

The Club strongly encourages any employee who feels that gambling is becoming a problem for them to access a confidential counselling assistance by contacting Management who can arrange such counselling.

BREACH OF POLICY

The Club has an obligation to consistently apply and enforce this policy. Likewise, employees must comply with this policy.

Any employee who breaches this policy shall be subject to counselling and/or disciplinary action, which may include termination of employment.

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

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Signed: [Signature] Club President Date: 10/26 June 2023

Signed: [Signature] Club Secretary Date: 10/27 June 2023

Next policy review date is June 2024