

## FREQUENTLY ASKED QUESTIONS

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### GAMBLING, DOOR PRIZES, RAFFLES AND DRAWINGS

The following FAQs are intended to help UW Medicine workforce members, including faculty, trainees and staff, navigate the applicable laws, policies and rules governing gaming activities. Certain activities, such as gambling or wagering are incompatible with the proper discharge of your duties at UW Medicine and are therefore prohibited in the workplace. Other activities, such as raffles, drawings and door prize drawings are prohibited in the workplace unless specifically authorized by your entity's senior leadership. Entity resources cannot be used for these activities unless approved by your entity's senior leadership. Prizes won while attending conferences and other events are the property of your entity.

If you have a question about whether a particular activity is prohibited, consult with your department chair, director, supervisor or manager before undertaking such an activity.

1. **Are you saying that sports and other betting pools are prohibited in the workplace?**  
Yes – do not engage in betting pools or other forms of wagering in the workplace. Examples of prohibited betting activities include Super Bowl, National Collegiate Athletic Association (NCAA) Brackets and Final Four (March Madness), National Basketball Association (NBA) Playoffs and other betting pools.
2. **Can employees ever pool their funds at work where the participants can vie for the money as a prize?**  
Generally no – you may not engage in any kind of wagering activity in the workplace or activities in which one pays money in exchange for a chance to win the larger pool of funds. You can, with management approval, organize morale-building events – but avoid any pooling of money for prizes.
3. **Can I go to the drugstore and buy a lottery ticket on my lunch break?**  
Yes – since the lottery ticket is purchased away from the workplace and on your own time.
4. **Can several of us pool our funds to send someone out to buy lottery tickets?**  
No – you cannot pool funds in the workplace to support any gambling or wagering activities. You could, however, make arrangements to collect money for this activity when you and the others are away from work and on your own time.
5. **I went to a conference paid for by work. Each attendee was automatically eligible to win a door prize and I won a tablet PC donated by a vendor. Can I personally keep it?**  
No – you may either decline to accept the tablet PC, or you may contact your entity's advancement office, foundation or human resources (as applicable to your entity) to have the prize processed as a gift to your entity. Depending on the circumstances, your department may be able to retain the device while its value may be counted towards UW Medicine fundraising goals.
6. **What if I had paid my own way to the same conference, including travel, lodging and conference registration fees and had gone on my vacation time? Could I keep the door prize?**

Yes – the prohibitions only apply to work-sponsored conference attendance; not to activities undertaken on your own time and expense.

**7. I bought a raffle ticket at work to participate in a drawing that benefitted my entity.**

**Is this permitted?**

Yes – if your entity is doing the fundraising or is holding a raffle or drawing to promote an entity goal, then these types of raffles and drawings are permitted as long as they have been approved by senior leadership.

**8. A vendor, company or entity wants to present on-site and they have a door prize to give away.**

**Is this permitted?**

No – we are permitted to accept free, local education provided by vendors, including on-site vendor visits that are educational or instructional in nature; you may not accept any vendor-supplied prizes.

**9. Can we organize a raffle in our department and give half the proceeds to our entity and half to a lucky winner?**

No – all proceeds would need to go to your entity. Discuss with your manager first. If approved, contact your entity's advancement office to see if the entity would support this activity.

**10. If a vendor or outside entity gives UW Medicine a gift – can it be utilized for employee morale?**

Contact your entity's advancement office to determine how the entity will best be able to accept, register and use the gift.

**11. Can I keep the Frequent Flyer miles that I accrued while traveling on work business?**

Yes.

## REFERENCES

Washington State Ethics in Public Service Act, RCW Chapter 42.52:

<http://apps.leg.wa.gov/RCW/default.aspx?cite=42.52>

Personal Use of University Facilities, Computers and Equipment by University Employees:

<http://www.washington.edu/admin/rules/policies/APS/47.02.html>

De Minimis Usage:

<http://www.ethics.wa.gov/ADVISORIES/opinions/2013%20Updated%20Opinions/updated%20Advop%2002-02A.htm>

UW Physicians Use of Entity Resources:

<https://uwp.uwmedicine.org/BU/HR/Documents/employeeHandbook.pdf>

UW Medicine Workforce Codes of Conduct:

<http://depts.washington.edu/comply/links.shtml>

WA State Law on Raffles:

<http://apps.leg.wa.gov/rcw/default.aspx?cite=9.46.0321>