

## **Addiction Policy**

The Diocese of Texas will follow the outlined guidelines for clergypersons who experience chemical abuse or dependency:

- Exploratory questioning about chemical abuse or dependency
- Consideration of a formal chemical dependency assessment from a credentialed chemical dependency treatment specialist
- For consideration for employment, the person will be assessed after a period in the range of two to five years, depending on the following:
  - motivation to obtain assessment and treatment
  - response to treatment of not less than two years of sobriety
  - achievement of sobriety
  - record of relapse prevention

## **Gambling Policy**

Gambling is defined as participation in any game or activity where money or objects of value may be won by chance.

Gambling must not be a regular or frequent part of the activities of any congregation, school, or diocesan institution. Occasional special events or fundraisers that include bingo or a raffle are permissible, provided the value of any prize does not exceed the \$600 IRS reporting threshold.

This policy applies to any event or activity of a diocesan institution, congregation, or church-related entity such as a school, youth group, outreach ministry, and the like, regardless of the location of the event or activity.

All congregations, diocesan institutions, schools, and church-related entities must comply with this policy if any form of gambling is permitted at all.