

Avoid a Penalty Flag: Fantasy Football Legal FAQs

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Partners [Barbara Hoey](#) and [Mark Konkel](#) authored the article “Avoid a Penalty Flag: Fantasy Football Legal FAQs,” which appeared in *The Metropolitan Corporate Counsel's* October issue. The article notes that with close to 26 million people projected to play fantasy football this season, employers should expect that some of their employees are among them. While fantasy football is legal, in many states gambling is not, so the authors caution that employees need to enforce any rules against gambling in the workplace consistently. And while fantasy football in the workplace can be good for morale, it is important to remind employees that it cannot interfere with their work and that managers should be mindful of potential discrimination claims that could be brought by employees who are excluded from participation.