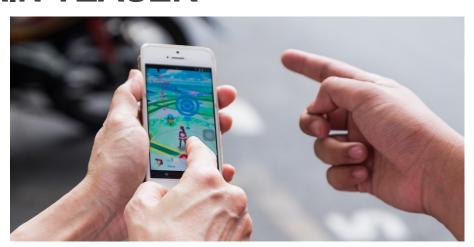# BRAIN TEASER

The correct answer is B.

Explanation:

Fads will come and go. First, it was Facebook. Then it was Candy Crush. Today, it is *Pokémon GO*. Tomorrow, it will be something else.

Employers are free to enact whatever workplace policies they want -- provided those policies don't violate the law and as long as such policies are uniformly applied with no exceptions for any reason.

While implementing a cell phone ban in the workplace is technically legal, it may cause a mutiny in the workplace. Moreover, an all-out cell phone ban may be difficult to enforce, as some of your employees may legitimately need their cell phones to perform work.

Enacting a policy that specifically prohibits playing *Pokémon GO* is also a viable option, but it might not be the best solution. Creating a narrow policy will solve this problem, but it will not address future mobile gaming trends. When the next trend hits, you will need to create another policy to prohibit that trend. Ultimately, your employee handbook could become as large as a phone book.

Instead, create policies that prohibit employees from playing games such as *Pokémon GO* during work time (even if it is downtime) and restrict when and where such games can be played on work property during non-work hours.

You may already have such policies in place (e.g. policies prohibiting employees from using company-provided computers and cell phones for personal use and from using personal cell phones during working time). Review these existing policies and determine if they effectively address the problem and then modify the policies as necessary. Then, discuss these policies with your employees. Remind them that playing *Pokémon GO* during working time would violate these policies, which may result in disciplinary action.