



## ANTI-HAZING & ANTI-BULLYING POLICY

### Major League Players

#### I. Definitions

**A. Covered Individuals.** All players who are represented by the Major League Baseball Players Association.

#### **B. Prohibited Conduct.**

**1. Bullying:** Players may not engage in a pattern of verbal or physical conduct that is designed to demean, disgrace, or cause mental or physical harm to a member of his Club (including non-playing personnel).

**2. Rookie Hazings, Pranks and Player Rituals:** Players may not engage in Rookie “hazing” or “initiations” or other Clubhouse rituals that: (i) may be viewed as derogatory, offensive or insensitive to individuals (including other Players, business partners, fans, *etc.*) based on race, color, ancestry, sex, sexual orientation, gender identity and expression, national origin, age, disability, or religion; (ii) violate the rules and policies of the Club or Major League Baseball; (iii) involve the destruction, misappropriation or vandalism of personal property, or (iv) are disruptive to the operations of the Club, the stadium or non-playing personnel.

A non-exclusive list of conduct that violates this policy includes:

a. Engaging in a pattern and practice of humiliating, degrading, embarrassing, taunting or harassing a teammate, or subjecting a teammate to unwanted physical contact.

b. Encouraging other Players to taunt, humiliate, harass or degrade a teammate with the intent of causing him mental anguish or distress.

c. Requiring, coercing, or encouraging a teammate as part of an “initiation” ritual, prank or Rookie hazing to engage in any off-field conduct that is illegal or places him in physical danger.

d. Requiring, coercing or encouraging Players to engage in “initiation” rituals or pranks that include conduct that may be viewed as offensive by the Player or others, such dressing up as women or wearing costumes that may be offensive to individuals based on their race, sex, nationality, age, sexual orientation, gender identity and expression, or other characteristic.

e. Requiring, coercing or encouraging Players as part of an “initiation” ritual, prank or Rookie hazing to consume alcoholic beverages or any other kind of drug, or requiring the ingestion of an undesirable or unwanted substance (food, drink, concoction).

f. Requiring, coercing or encouraging Players as part of an “initiation” ritual, prank or Rookie hazing to engage in physically abusive or excessive exercise, or any conduct that places the Player in risk of bodily injury.

g. Destroying, vandalizing or misappropriating the property of another Player or the Club as part of an “initiation,” prank, ritual or Rookie hazing.

**C. Voluntariness Not An Excuse.** A player’s actual or perceived willingness to participate in Prohibited Conduct does not excuse the activity from being considered a violation of the Policy.

**D. Rookie Initiation Rituals.** If Players on a Club have certain rituals for Rookies or Players new to the Club that they believe do not violate this Policy, they should consult with their field manager, General Manager or Assistant General Manager before engaging in the conduct. The purpose of this policy is not to prohibit all traditions regarding Rookies or Players, but rather to prohibit conduct that may cause some Players physical or mental anguish or harm, may be offensive to some Players, Club staff, or fans, or are distracting to the operation of the Club or MLB.

**II.** This Policy supplements and/or clarifies the “Workplace Code of Conduct: Harassment & Discrimination,” which prohibits, among other things, “bullying” and/or “[d]emeaning comments about someone’s race, sex, color, religion, national origin, age, disability, ancestry, gender identity, military veteran status, or sexual orientation, including offensive names or phrases.”