

ANTI-HAZING & ANTI-BULLYING POLICY

Minor League Players

I. Definitions

A. Prohibited Conduct.

1. **Bullying:** Minor League Players may not engage in verbal or physical conduct that is designed to demean, disgrace, or cause mental or physical harm to a member of their Club (including non-playing personnel).
2. **Rookie Hazings, Pranks and Minor League Player Rituals:** Minor League 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 Minor League Players, business partners, fans, etc.) based on race, color, ancestry, sex, sexual orientation, gender identity and expression, national origin, age, disability, or religion; (ii) involve unwanted physical contact; (iii) violate the rules and policies of the Club or Major League Baseball; (iv) involve the destruction, misappropriation or vandalism of personal property, or (v) 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 or practice of humiliating, degrading, embarrassing, taunting or harassing a teammate, or subjecting a teammate to unwanted physical contact.
- b. Encouraging other Minor League Players to taunt, humiliate, harass or degrade a teammate with the intent to cause 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 Minor League Players to engage in an “initiation” ritual, prank, or Rookie hazing that includes conduct that may be viewed as offensive by the Minor League Player or others, such as 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 Minor League Players as part of an “initiation” ritual, prank or Rookie hazing to consume alcoholic beverages or any other kind of drug, or to ingest an undesirable or unwanted substance (food, drink, concoction).

- f. Requiring, coercing or encouraging Minor League 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 Minor League Player in risk of bodily injury or harm.
- g. Destroying, vandalizing or misappropriating the property of another Minor League Player or the Club as part of an “initiation,” prank, ritual or Rookie hazing.
- h. Recording audio or video or taking photographs of any conduct that violates this Policy.

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

C. Rookie Initiation Rituals. If Minor League Players on a Club have certain rituals for Rookies or Minor League Players new to the Club that they believe do not violate this Policy, they should consult with their field manager, Farm Director or International Administrator before engaging in the conduct. The purpose of this policy is not to prohibit all traditions regarding Rookies or Minor League Players, but rather to prohibit conduct that may cause some Minor League Players physical or mental anguish or harm, may be offensive to some Minor League 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.”