

ANTI-HAZING & ANTI-BULLYING POLICY

Minor League Players

I. Definitions

A. **Covered Individuals.** All non 40-man roster Minor League players (“Players”)

B. **Prohibited Conduct.**

1. **Bullying:** 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 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, 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 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 Players to engage in an “initiation” ritual, prank, or Rookie hazing that includes conduct that may be viewed as offensive by the 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 or other characteristic.

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- 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 to ingest 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 or harm.
- g. Destroying, vandalizing or misappropriating the property of another 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.

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, Farm Director or International Administrator before engaging in the conduct.

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, gender, color, religion, national origin, age, disability, ancestry, gender identity, military veteran status, or sexual orientation, including offensive names or phrases.”