



WORKPLACE CODE OF CONDUCT: HARASSMENT & DISCRIMINATION

MLB DOES NOT TOLERATE HARASSMENT OR DISCRIMINATION BASED ON RACE, SEX, COLOR, RELIGION, NATIONAL ORIGIN, AGE, DISABILITY, ANCESTRY, GENDER IDENTITY AND EXPRESSION, MILITARY VETERAN STATUS, OR SEXUAL ORIENTATION.

MLB'S PRINCIPLES:

Harassment and discrimination are against MLB's values and will not be tolerated anywhere in the Major or Minor Leagues.

Sportsmanship means helping all players and other employees perform their best, regardless of race, color, religion, national origin, sexual orientation or gender identity, so the team can play its best.

IT'S PART OF YOUR JOB TO:

- **RESPECT YOUR FELLOW PLAYERS AND EMPLOYEES.** You may not know everything about who they are, including their sexual orientation. Without even knowing it, your words or actions could keep your teammate from playing his best—and that hurts your team.
- **REPORT MISCONDUCT.** If you see an individual harassing or discriminating against someone, tell that person to stop and report it to your Field Manager, your General Manager, the Commissioner's Office, or the Players Association.
- **BE A MODEL OF SPORTSMANSHIP.** It doesn't matter if you're on-field, on-line, tweeting, or talking to reporters or fans. You're always a representative of MLB and must conduct yourself with the honor that reflects positively on the League.

WHAT IS HARASSMENT OR DISCRIMINATION?

HARASSMENT is any verbal, physical, or visual behavior directed at another individual because of a protected characteristic, that (i) has the purpose or effect of creating an intimidating, hostile, degrading, humiliating, or offensive environment; or (ii) materially interferes with an individual's work performance.

DISCRIMINATION is any adverse job-related decision or less favorable treatment of an individual or group because of a protected characteristic.

The following misconduct, can be harassment or discrimination:

- **Slurs, Insults, or Jokes.** Demeaning 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.
- **Bullying.** Abusive or intimidating behavior based on race, gender, color, religion, national origin, sexual orientation or gender identity.
- **Unwelcome Physical Contact.** Unwanted touching, kissing, or grabbing, or threats or simulations of unwanted sexual contact.
- **Pornography.** Pornography on bulletin boards, lockers, or anywhere else in the workplace or locker room is unacceptable. Sending pornography to co-workers or other players by mail, email, text, social media, or any other way is unacceptable.

"Major League Baseball aspires towards a collective culture of acceptance and mutual respect for the individual differences of the people that make the game of Baseball truly unique and exceptional."

- Robert D. Manfred, Jr., Commissioner of Baseball

"The Major League Baseball Players Association supports and promotes a discrimination-free and harassment-free workplace."

- Tony Clark, Executive Director, MLBPA

The Basic Agreement with the MLBPA states:

"The provisions of this Agreement shall be applied to all Players covered by this Agreement without regard to race, color, religion, national origin, gender identity and expression, sexual orientation, or any other classification protected under Federal Law."

WHAT IS THE WORKPLACE?

The workplace is not just the field or clubhouse. It includes any venue in which MLB personnel, Club employees, and players are engaged on behalf of the League or a Club, including the clubhouse, on the playing field, in a Club's front office, and any other location in which people working in and around the game of baseball interact. Harassment can occur in public or private. It can happen on the phone, through texting, tweeting, or email, in virtual or online spaces, in the locker room or stadium, at an official Club or MLB event, social gathering, press briefing, Spring Training, or during recruiting.

MLB's workplace includes Major and Minor League players, reporters, as well as League and Club employees, including all uniformed and non-uniformed personnel.