



MAJOR LEAGUE BASEBALL CODE OF CONDUCT: HARASSMENT AND DISCRIMINATION

All people working in and around Major League Baseball must be treated equally -- with dignity and respect -- regardless of race, color, creed, national origin or citizenship status, ancestry, religion, gender, sexual orientation, actual or perceived gender identity, physical or mental disability, age, or any other characteristic protected by applicable federal, state, or local laws ("Protected Characteristics")

MLB'S PRINCIPLES

- Major League Baseball and its Clubs strive to create environments in which all individuals, including MLB and Club personnel, employees of MLB's business partners, and members of the press, are accepted and respected. Moreover, when an individual believes this standard is not upheld, they are comfortable speaking up without fear of retribution, retaliation, or ostracism. The environments include any venue in which MLB and/or Club personnel are engaged on behalf of the League or Club, including in a Club's front office, in the Clubhouse, on the playing field, and any location in which people working in and around the game of Baseball interact. All MLB and Club personnel will be held accountable for inappropriate conduct, regardless of their seniority, rank, or stature.
- MLB and Club personnel will respect one another's differences, regardless of any Protected Characteristic, and work together to create an inclusive culture in which employees can be their best.

REPORTING BEHAVIOR CONTRARY TO MLB'S PRINCIPLES

Standing up for what is right is not always easy, but it is necessary. For MLB to achieve an inclusive culture, we must all take responsibility for addressing behavior that is inconsistent with these principles. There is no requirement to confront an alleged wrongdoer; however, victims of inappropriate conduct may attempt to resolve issues or disagreements on their own if they choose. If attempts to do so are unsuccessful or if an individual does not feel safe or comfortable addressing an incident directly, it is imperative that either MLB or the Club is made aware of inappropriate conduct. There are several options to do so. First, an MLB or Club employee can speak to a supervisor, or an individual in their respective Human Resources or Legal Departments. Alternatively, individuals, including those not employed by MLB or a Club, can make a complaint by calling MLB's Speak Up hotline at 1-844-993-0562. The hotline system is operated by an outside third party. Complaints made to hotline will be investigated either by the Club or the Commissioner's Office depending on the nature of the allegations. While an individual has the option to remain anonymous when submitting a complaint, the more information that is provided will aid in any investigation that is conducted.

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) adversely interferes with an individual's work performance.

Discrimination is any adverse job-related decision or lessfavorable treatment of an individual or group because of a Protected Characteristic.

MLB POLICY ON HIRING

Major League Baseball is an equal opportunity employer that considers all employees and applicants without regard to race, color, creed, national origin or citizenship status, ancestry, religion, gender, sexual orientation, actual or perceived gender identity, physical or mental disability, age, political activities, or any other characteristic protected by applicable federal, state, or local laws.

MAJOR LEAGUE BASEBALL AND CLUB EMPLOYEES' COMMITMENTS

- Treating all co-workers, partners, and individuals associated with the game of Baseball with dignity and respect.
- Understanding that inappropriate comments or conduct based on an individual's Protected Characteristic(s) have no place within MLB regardless of whether such words or actions are in the workplace, on social media, in electronic communications, or in casual conversation.
- Not engaging in conduct contrary to these principles, such as (i) making demeaning comments, slurs, insults, or jokes regarding an individual's or groups' Protected Characteristic(s); (ii) bullying; (iii) distribution or display of pornography; and (iv) physical, verbal, or visual sexual harassment, or any other harassment, towards any individual associated with the game of Baseball.
- Representing yourself, your Club and Major League Baseball -- at all times -- as a supporter of these principles.
- Speaking up if you observe conduct that is contrary to these principles.

"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