



## **Major League Baseball's Policy on Marijuana and Alcohol-Related Conduct By Minor League Players Assigned Outside of the United States and Canada**

The Office of the Commissioner has established this Policy on Marijuana and Alcohol-Related Conduct to address certain conduct by Minor League Players assigned outside of the United States and Canada ("Players").

The Minor League Health Policy Advisory Committee ("MLHPAC"), as defined under Major League Baseball's Drug Prevention and Treatment Program for Minor League Players Assigned Outside of the United States and Canada, will be responsible for creating and supervising individualized Treatment Programs for Players who may have a marijuana or alcohol use problem.

Referral to MLHPAC will be mandatory when:

1. A Player is arrested or charged by law enforcement authorities with driving while intoxicated, driving under the influence of alcohol and/or marijuana, or any other criminal violation relating to the use of alcohol and/or marijuana.
2. A Player is arrested or charged by law enforcement authorities with a criminal violation in which the authorities allege that the use of alcohol and/or marijuana may have been a contributing factor in the misconduct.
3. A Player appears intoxicated or under the influence of alcohol and/or marijuana during any of the Club's games, practices, workouts, meetings or otherwise during the course and within the scope of his employment.
4. A Player is found to have used marijuana in a prohibited location, including but not limited to a Club hotel or other Club property.
5. Club medical personnel reasonably suspect that the Player may suffer from an alcohol and/or a marijuana use problem.
6. A Player is charged by law enforcement authorities with a crime involving the use of physical force or violence, including but not limited to, resisting arrest, battery, and assault.

Any Player who is referred to the MLHPAC must undergo an in-person evaluation by an addiction specialist approved by the MLHPAC within 30 days of the referral. The addiction specialist will be independent and not affiliated with any Club. The purpose of the initial evaluation is to determine whether the Player could benefit from a Treatment Program, and if so, the type of Treatment Program that would be most effective for the Player involved.

A Player's participation in any Treatment Program is voluntary. A Player's failure to participate in any Treatment Program shall not subject the Player to discipline. A Player's referral to the MLHPAC is not intended to supplant any right a Club or the Office of the Commissioner may have to discipline a Player for his conduct, or any potential defenses of the Player to such discipline. The Player's participation in any Treatment Program shall be considered as a mitigating factor in any discipline imposed by either the Club or the Office of the Commissioner.