



## WORKPLACE CODE OF CONDUCT: HARASSMENT & DISCRIMINATION

*MLB has a zero-tolerance policy for harassment or discrimination based on race, gender, color, religion, national origin, age, disability, ancestry, gender identity, 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 every player play his best, regardless of race, color, religion, national origin, or sexual orientation, 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 a player harassing someone, tell the player to stop and report it to your Field Manager, your General Manager, the Commissioner's Office, or the Players Association. If you see an MLB or Club employee discriminating against someone, report it as well.
- **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?

**AVOID** the following misconduct, which can be harassment or discrimination:

- **Slurs, Insults, or Jokes.** Demeaning 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.
- **Bullying.** Abusive or intimidating behavior based on race, gender, color, religion, national origin, sexual orientation or gender norms.
- **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.

**“Both on the field and away from it, Major League Baseball has a zero-tolerance policy for harassment or discrimination.”**

- 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

### MLB POLICY ON HIRING:

MLB is an equal opportunity employer that considers all employees, applicants, players, and prospective players without regard to race, gender, color, religion, national origin, age, disability, sexual orientation, or other status protected by law.

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, sexual orientation, or any other classification protected under Federal Law.”*

### WHAT IS THE WORKPLACE?

It's not just the field or clubhouse or offices. Harassment can occur anywhere players or employees are present. It can occur in public or private. It can happen on the phone, through texting, tweeting, or email, 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, as well as League and Club employees, including all uniformed and non-uniformed personnel.

### HOW TO REPORT MISCONDUCT:

Players should report misconduct to their Field Manager or General Manager, the Commissioner's Office, or the Players Association. Any Club with information on such misconduct must report it to the Labor Relations Department. MLB will not tolerate retaliation against a person who, in good faith, makes or assists in making a complaint under our policies, or who assists in an investigation of a complaint.