



SEXUAL ORIENTATION

Our Excellence in Workplace Conduct program is built upon our belief that all NFL players and prospective players have the right to work in a positive environment that is free from any and all forms of harassment, intimidation and discrimination.

OUR OBJECTIVES

- Make sure that everyone understands that harassment and discrimination based on sexual orientation are contrary to our values
- Build league-wide awareness of the NFL's policies regarding sexual orientation
- Provide clear guidelines for acceptable workplace behavior by players and club employees
- Explain how, when and where to report discrimination or harassment

OUR EXPECTATIONS

- Respect your co-workers. Respect their differences and backgrounds. Your definition of acceptable workplace behavior may be vastly different from those around you.
- Align your personal standards with the same high standards we all share within the NFL.
- Read, understand and follow NFL and club policies on harassment and discrimination.
- Report incidents of inappropriate behavior.
- If you see others engaging in misconduct, let them know that you find it offensive and ask them to stop.
- Take responsibility for your own behavior—whether on the field, in your community, online, in the media or while interacting with fans—remember that you represent your club and the NFL at all times.

INTERVIEWS AND HIRING

Coaches, General Managers and others responsible for interviewing and hiring draft-eligible players and free agents must not seek information concerning or make personnel decisions based on a player's sexual orientation. This includes asking questions during an interview that suggest that the player's sexual orientation will be a factor in the decision to draft or sign him.

Examples: *Do you like women or men? How well do you do with the ladies? Do you have a girlfriend?*

WHAT CONSTITUTES THE WORKPLACE?

The workplace is not just the building in which we work. Harassment often occurs outside the office and can happen anywhere persons affiliated with the NFL are present. In fact, inappropriate behavior can be secretive and often happens behind closed doors or through telephone calls, texting and email. It can take place on the field, in a plane or car, in the locker room, at the stadium, at a meeting, at a team or sponsor event, at a press briefing, in a hotel room or anywhere in the building or even parking garage.

It is not about where it takes place; it is about what is taking place.

"The NFL has a long history of valuing diversity and inclusion. Discrimination and harassment based on sexual orientation is not consistent with our values and is unacceptable in the National Football League." – Commissioner Roger Goodell

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the National Football League to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation or other status protected by applicable federal, state or local law.

Further, the Collective Bargaining Agreement provides:

"There will be no discrimination in any form against any player by the NFL, the Management Council, any Club or by the NFLPA because of race, religion, national origin, sexual orientation, or activity or lack of activity on behalf of the NFLPA."

HARASSMENT AND DISCRIMINATION

Harassment can include, but is not limited to:

■ **Unwelcome Contact**

Any unwanted touching, pinching, kissing, hugging or deliberate bumping or brushing against another's body.

■ **Jokes, Comments and Antics**

Any jokes, comments or pranks regarding a co-worker's sexual orientation, such as giving someone a sexual gag gift or having entertainment of a sexual nature take place to celebrate an employee's birthday, etc.

■ **Generalizations and Put-Downs**

Demeaning or hostile comments regarding one's sexual orientation, including offensive or degrading words or phrases.

■ **Pornographic or Suggestive Literature and Language**

Pornography of any kind on bulletin boards, lockers, on someone's desk or cubicle, or sent to co-workers via interoffice mail, email or text, fax, social media or voicemail. Any artwork, posters, photos, videos, screen savers, cartoons or written statements of a sexual nature.

REPORTING IMPROPER CONDUCT

Reports of discrimination or harassment may be directed to the NFL Players Association at _____, your coach or human resources department, or to NFL Security at _____. Confidentiality will be maintained to the extent reasonable and appropriate under the circumstances.

Be clear and specific in what you say. Recount the circumstances, provide specific incidents and provide a timeline. Provide any physical or electronic items pertinent to your complaint.

Don't investigate on your own. Reports will be investigated promptly, but investigations should only be conducted by those designated to handle them in the proper way.

Don't ask that nothing be done about it. Every supervisor or member of management is obligated to report any complaints promptly to HR or senior management.

RETALIATION

The NFL policy prohibits retaliation and will not tolerate any attempt at retaliation against any person who, in good faith, makes or assists in making a complaint under our policies.