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## COMMUNICATIONS

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# KEY ELEMENTS OF NEW PERSONAL CONDUCT POLICY

### Prevention

- Ongoing program of education for all team/league staff
- Specialized training for “first responders”
- Network of counseling and therapeutic resources; both affiliated and unaffiliated with NFL/member clubs

### Support Services

- Comprehensive network of support for victims and families
- Education on available community resources
- Encourage and support reporting

### Reporting

- Clear emphasis on reporting obligations for club/league management

### Investigations

- Additional expert investigatory resources will be retained
- League office retains option of independent investigations at all times; will not always await outcome of criminal process
- Investigations supervised by new Special Counsel for Investigations and Conduct

### Leave with Pay

- Whenever someone is **charged** with a violent crime
  - Not simply an arrest
  - Violent crime means one involving force/threats of force/weapons
- When league investigation discloses sufficient evidence that there is a likely violation of the Policy

## **Discipline**

- Clear process for handling of potential disciplinary actions
  - Special Counsel reviews investigatory reports
  - Employees and union, where appropriate, review and comment
  - Special Counsel may consult expert advisors (former players, persons with background in law enforcement, judiciary, government, academia, and with special expertise in areas of domestic violence, sexual assault, child abuse or other forms of family violence, and other experts, and internal staff as needed)
- Initial disciplinary decisions made by Special Counsel
- Appeals to Commissioner or designee; appeal process governed by applicable CBA or by NFL Constitution (Appeal officer may consult outside advisory panel as needed)

## **Conduct Committee**

- Composition of committee – owners/club executives/third parties