VALUES

PERSONAL CONDUCT

All persons associated with the League are held to a high standard and are expected to conduct themselves in a way that is responsible, promotes League values and is lawful. Those who engage in conduct that endangers NFL employees or the public, or that is detrimental to the integrity of the public and its confidence in the NFL, will be subject to discipline including fine or suspension.

Discipline may be imposed in any of the following circumstances:

- Criminal offenses, including those involving performance-enhancing substances, alcohol or other substances of abuse.
- Serious incidents of violent or threatening behavior among employees.
- Possession of a weapon in any workplace setting, or in violation of any applicable law.
- Conduct that imposes inherent danger to the safety and well-being of others; and/or conduct that undermines or puts at risk the integrity and reputation of the NFL, its clubs or players.

The League must be advised promptly of any incident that may violate this policy, particularly if there has been an arrest or criminal charge. Failure to report an incident to your club or NFL Security will constitute conduct detrimental to the League.

Players and other employees are encouraged to consult with their club's Player Engagement Director, Human Resources department, or with the NFL Player Engagement department to obtain access to helpful programs and resources.

SEXUAL ORIENTATION

The NFL believes that all 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 AND EXPECTATIONS

- Make sure that everyone understands that harassment and discrimination based on sexual orientation are contrary to our values
- Respect your co-workers. Respect their differences and backgrounds
- 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
- Take responsibility for your own behavior on and off the field, 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 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.

WHAT CONSTITUTES THE WORKPLACE?

The workplace is not just the field or the building in which we work. In fact, inappropriate behavior can be secretive and often happens behind closed doors or through telephone calls, texting and email. It is not about where it takes place; it is about what is taking place.

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.

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, Antics, Generalizations and Put-Downs
- Any jokes, demeaning and hostile comments or pranks regarding a co-worker's sexual orientation.
- 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.

REPORTING IMPROPER CONDUCT

Reports of discrimination or harassment may be directed to your coach or human resources department, the NFL Players Association at (800) 372-5535, or to NFL Security at 1-800-635-1099. 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 and don't ask that nothing be done about it.

Remember that 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, national origin, age, disability, sexual orientation or other status protected by applicable federal, state or local law.

DOMESTIC VIOLENCE & SEXUAL ASSAULT

If you or someone you know needs assistance regarding an issue of domestic violence or sexual assault, we urge you to contact: Your Club's director of player engagement or HR department. The NFL Life Line 1-800-506-0078
A local support organization. Help is available and can prevent potentially tragic consequences.

1 IN 2 US WOMEN

1 IN 5 MEN

Have experienced some form of sexual violence in their lives.

1 IN 4 US WOMEN

Have been victims of severe physical violence by an intimate partner in their lifetime.

FIREARM SAFETY

1 IN 3 Handguns is stored, loaded and unlocked.

3 IN 4 Guns used by youth in suicide attempts were kept at the home of the victim, relative or friends.

73% Of children under 10 know where firearms are kept in the home.

36% Of children under the age of 10 admit to handling firearms.

31% Of accidental deaths could have been prevented with a safety lock and loading indicator.

LAWS AND REGULATIONS

If you choose to own a weapon, abiding by the complex and varied federal, state, and local laws is essential. For specific questions concerning the laws in your area, contact your local law enforcement agency.

SAFE STORAGE OF FIREARMS

Complying with the law is not enough. A responsible gun owner must also ensure the safety of his family and community. This means taking steps to limit the possibility of accidental injury or death.

These summaries are provided for your reference and convenience. They do not replace the actual policies, which can be found in your League Policies for Players Handbook or other official sources.

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