

# LEAGUE POLICIES

FOR PLAYERS 2014



FOOTBALL OPERATIONS

*To Be Retained By Player For Entire Season*

CONFIDENTIAL

NFLPA\_BRADY002451



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## League Discipline

In addition to the discipline that your club may impose (see *Maximum Club Discipline Schedule* elsewhere in this document), you are subject to the separate authority of the Commissioner for violations of National Football League rules and policies.

The Commissioner may impose fines and other appropriate discipline, up to and including suspension or banishment from the League, for certain misconduct on the playing field, as well as for conduct detrimental to the integrity of or public confidence in the NFL or the game of professional football. Discipline involving unnecessary roughness or unsportsmanlike conduct on the playing field with respect to opposing players will be determined initially by a person appointed by the Commissioner.

Some of the types of offenses which fall under the sole disciplinary authority of the Commissioner or, where appropriate, his designee are: betting on NFL games, associating with gamblers or engaging in gambling activities, accepting a bribe or failing to promptly report a bribe offer (see the page entitled *Gambling* elsewhere in this document); improper use or circulation of drugs or other drug-related misconduct (see *NFL Substance Abuse Policies* elsewhere in this document); engaging in criminal activity (see *Personal Conduct Policy* elsewhere in this document); commission of flagrant fouls, fighting, or unnecessarily entering the area of a fight; or other game-related misconduct.

**Repeated and/or flagrant violations may entail higher fines, ejection, and/or suspension.**

## Discipline for Game-Related Misconduct

### Sportsmanship

All of the player safety and on-field conduct rules that follow can be summarized in one word—"sportsmanship." Sportsmanship is a cornerstone of the game of football and of vital concern to everyone involved in the game, including players, coaches, officials, and League personnel. The term sportsmanship conveys respect for the game, respect for opponents, respect for the Game Officials, and respect for the fans.

The League will not tolerate unsportsmanlike conduct. This applies to any act which is contrary to the generally understood principles of sportsmanship. Unsportsmanlike conduct, detailed in Rule 12, Section 3 of the *Official Playing Rules of the National Football League* ("Official Playing Rules"), is a foul under NFL rules and will be called by game officials (15-yard penalty). In addition, the player may be fined.

Game Officials will ***immediately*** call a foul if any unsportsmanlike conduct occurs ***anywhere*** on the field.

It is important to note that the unsportsmanlike conduct rules apply to all personnel in the team area, including players, coaches, team employees, and officials. Lack of respect or other unsportsmanlike conduct will not be tolerated during games or at other times, including postgame interviews. This includes abusive, threatening, insulting, or profane language or gestures, and physical acts by coaches, players, and other club personnel directed at opponents, officials, game personnel, or fans.

Coaches and players should keep in mind that every NFL game is broadcast on radio, television, and other media platforms, and that there are open microphones near the playing field as well as close-up camera shots that permit easy lip-reading by viewers. The League and its participants are severely criticized whenever obscene or profane language or obscene gestures are carried or shown on the air. Serious incidents of this kind will warrant disciplinary action by the League.

### (a) Game-Related Player Safety Rules

Game-related safety presents special challenges to the League, because it requires dealing with the playing rules in a manner that not only offers optimum player protection and prohibits excessive violence, but also maintains the intense action and physical contact which are part of football's broad appeal. It also requires recognition that NFL players are uniquely talented, trained, and conditioned, with year-round preparation now the norm. Player safety is a top priority for the League in ensuring that the game is played as fairly as possible without unnecessary risk to its participants. It should also be a top priority for all NFL players. Remember, many of the player safety rules are designed to protect not only the player who gets hit, but also the player who does the hitting.

Illegal acts that jeopardize the safety of players will not be tolerated. The League will continue to stress enforcement of the personal foul rules, such as the unnecessary

roughness and roughing the passer rules, and rules that prohibit hits on players in defenseless positions, including passers in the act of passing; receivers in the process of attempting to catch a pass or who have completed a catch and have not had time to protect themselves or have not clearly become runners; a runner whose forward progress has been stopped and is already in the grasp of a tackler; a kickoff or punt returner attempting to field a kick in the air; a player on the ground; a kicker/punter during the kick or during the return; a quarterback at any time after a change of possession; a player who receives a "blindside" block when the offensive blocker is moving toward or parallel to his own end line and approaches the opponent from behind or from the side; a player who is protected from an illegal crackback block; and the offensive player who attempts a snap during a Field Goal attempt or a Try Kick. You should also pay special attention to the rule concerning low hits on the quarterback where the defensive player had an opportunity to avoid forcible contact. Game officials will be vigilant in these areas. Additionally, it is a foul if a runner or tackler initiates forcible contact by delivering a blow with the top/crown of his helmet against an opponent when both players are clearly outside the tackle box. These hits are illegal and will result in both on-field penalties and discipline by the League.

To help NFL players understand their responsibility regarding player safety, this section contains clarifications and illustrations highlighting several of the League's unnecessary roughness and roughing the passer rules that are in effect. **This is not a complete list of the rules.** You are strongly advised to familiarize yourself with the more detailed and comprehensive descriptions contained in the Official Playing Rules and in particular the acts constituting unnecessary roughness and roughing the passer, detailed in Rule 12, Section 2, Articles 6, 7, 8, and 9.

Included in Rule 12, and also of vital safety importance, are the rules prohibiting clipping (Rule 12, Section 2, Article 1) and illegal chop blocks (Rule 12, Section 2, Article 3). In addition, if a blocker rolls up from behind or from the side of a defender's legs, it is a foul for clipping (Rule 12, Section 2, Article 1). For this reason, it is extremely important that you become familiar with all the Player Conduct rules found in Rule 12 of the Official Playing Rules.

The League recognizes that safety cannot be promoted exclusively through interpretation of existing rules or adoption of new rules, and that the participants on the field must assume responsibility for making it work. Accordingly, to give further force and effect to player safety rules, the League will impose fines and/or other discipline for rule violations.

Discipline may be imposed for a first offense and without any prior warning. A player who is a repeat offender should expect more severe discipline, and fines for third offenses and beyond in the same season or based on prior seasons' violations will be established on a case-by-case basis, and may increase substantially. In addition, suspensions without pay may be imposed when deemed appropriate.

Discipline is not based solely on situations where Game Officials call fouls. In some cases a violation may be detected in postgame review of video. **If a postgame review establishes a flagrant violation, particularly involving safety-related issues such as hits on a defenseless player, the offender may be subject to suspension.**

## **(b) Clarifications of Fouls for Hits on Defenseless Players, Roughing the Passer, and Initiating Contact with the Crown of the Helmet**

### **Hits on Defenseless Players**

Defenseless players are defined as: (a) a player in the act of or just after throwing a pass; (b) a receiver attempting to catch a pass, or who has completed a catch and has not had time to protect himself or has not clearly become a runner. If the receiver/runner is capable of avoiding or warding off the impending contact of an opponent, he is no longer a defenseless player; (c) a runner already in the grasp of a tackler and whose forward progress has been stopped; (d) a kickoff or punt returner attempting to field a kick in the air; (e) a player on the ground; (f) a kicker/punter during the kick or during the return; (g) a quarterback at any time after a change of possession; (h) a player who receives a "blindside" block when the offensive blocker is moving toward or parallel to his own end line and approaches the opponent from behind or from the side; (i) a player who is protected from an illegal crackback block; and (j) the offensive player who attempts a snap during a Field Goal attempt or a Try Kick.

1. **Use of Helmet and Hits to Head.** NFL rules provide special protection to defenseless players by prohibiting (a) hits delivered to their head or neck area by an opponent with his helmet (including facemask), forearm, or shoulder, regardless of whether the defensive player also uses his arms to tackle the defenseless player by encircling or grasping him, and (b) hits delivered by an opponent with the top/crown and forehead/"hairline" parts of his helmet against any part of the defenseless player's body (i.e., "butting, spearing, or ramming" a defenseless player).

These provisions do not prohibit incidental contact by the mask or helmet in the course of a conventional tackle on an opponent. A player who initiates contact against a defenseless opponent is responsible for avoiding an illegal act. This includes illegal contact that may occur during the process of attempting to dislodge the ball from an opponent. A standard of strict liability applies for any contact against a defenseless opponent, even if the opponent is an airborne player who is returning to the ground or whose body position is otherwise in motion, and irrespective of any acts by the defenseless opponent, such as ducking his head or curling up his body in anticipation of contact.

2. **"Launching."** In addition, a defensive player must not illegally launch into a defenseless opponent. It is an illegal launch if a player (a) leaves both feet prior to contact to spring forward and upward into his opponent, and (b) uses any part of his helmet (including the top/crown and forehead/"hairline" parts) to initiate forcible contact against any part of his opponent's body. (Note: This does not apply to contact against a runner, unless the runner is still considered to be a defenseless player.)

### **Roughing the Passer**

Because the act of passing often puts the quarterback in a position where he is particularly vulnerable, special rules against roughing the passer apply.

1. **One-Step Rule.** Pass rushers are responsible for being aware of the position of the ball in passing situations. If a pass rusher clearly should have known that the ball had



already left the passer's hand before contact was made, roughing the passer will be called. The Referee will use the release of the ball from the passer's hand as his guideline that the passer is now fully protected. Once a pass has been released by a passer, a rushing defender may make direct contact with the passer only up through the rusher's first step after such release (prior to second step hitting the ground); thereafter, the rusher must be making an attempt to avoid contact and must not continue to "drive through" or otherwise forcibly contact the passer. Incidental or inadvertent contact by a player who is easing up or being blocked into the passer will not be considered significant.

2. **Stuffing the Passer.** A rushing defender is prohibited from committing such intimidating and punishing acts as "stuffing" a passer into the ground or unnecessarily wrestling or driving him down after the passer has thrown the ball, even if the rusher makes his initial contact with the passer within the one-step limitation provided for above. When tackling a player who is in a passing posture, a defensive player must not unnecessarily or violently throw him down and land on top of him with all or most of the defender's weight. Instead, the defensive player must strive to wrap up the passer with the defensive player's arms.

3. **Hitting a Passer's Knees.** A rushing defender is prohibited from forcibly hitting a passer who has one or both feet on the ground in the knee area or below or initiating a roll or lurch and forcibly hitting the passer in the knee area or below, even if the initial contact is above the knee and even if the defender is being contacted by another player. It is not a foul if the defender is blocked (or fouled) into the passer and has no opportunity to avoid him. It is not a foul if the defender swipes, wraps, or grabs a passer in the knee area or below in an attempt to tackle him.

4. **Protection While Out of Pocket.** When the passer goes outside the pocket area and either continues moving with the ball (without attempting to advance the ball as a runner) or throws while on the run, he loses the protection of the one-step rule and the provision regarding low hits, but he remains covered by all other special protections afforded to a passer in the pocket, as well as the regular unnecessary roughness rules applicable to all player positions. If a passer outside the pocket stops behind the line and clearly establishes a passing posture, he is covered by all of the special protections.

5. **After Ball Leaves Hand.** A passer who is standing still or fading backward after the ball has left his hand is obviously out of the play and must not be unnecessarily contacted by the defense through the end of the play or until the passer becomes a blocker, or until he becomes a runner upon taking a lateral from a teammate or picking up a loose ball, or, in the event of a change of possession on the play, until the passer assumes a distinctly defensive position. However, at any time after a change of possession, it is a foul if (a) an opponent forcibly hits the quarterback's head or neck area with his helmet, facemask, forearm, or shoulder, or (b) if an opponent lowers his head and makes forcible contact with the top/crown or forehead/"hairline" parts of his helmet against any part of the quarterback's body.

## **Initiating Contact with the Crown of the Helmet**

It is a foul if a runner or tackler initiates forcible contact by delivering a blow with the top/crown of his helmet against an opponent when both players are clearly outside the tackle box.

### **Note on Officiating**

The Competition Committee emphasizes that Game Officials should aggressively enforce player safety rules and not hesitate to throw the flag when confronted with a potential unnecessary roughness situation.

### **(c) Illustrations of Fouls for Hits on Defenseless Players, Roughing the Passer, and Initiating Contact with the Crown of the Helmet**

The following are **some** examples of Fouls for Illegal Hits on Defenseless Players, Roughing the Passer, and Initiating Contact with the Crown of the Helmet:



**Shoulder to the Head or Neck Area  
of any Defenseless Player**



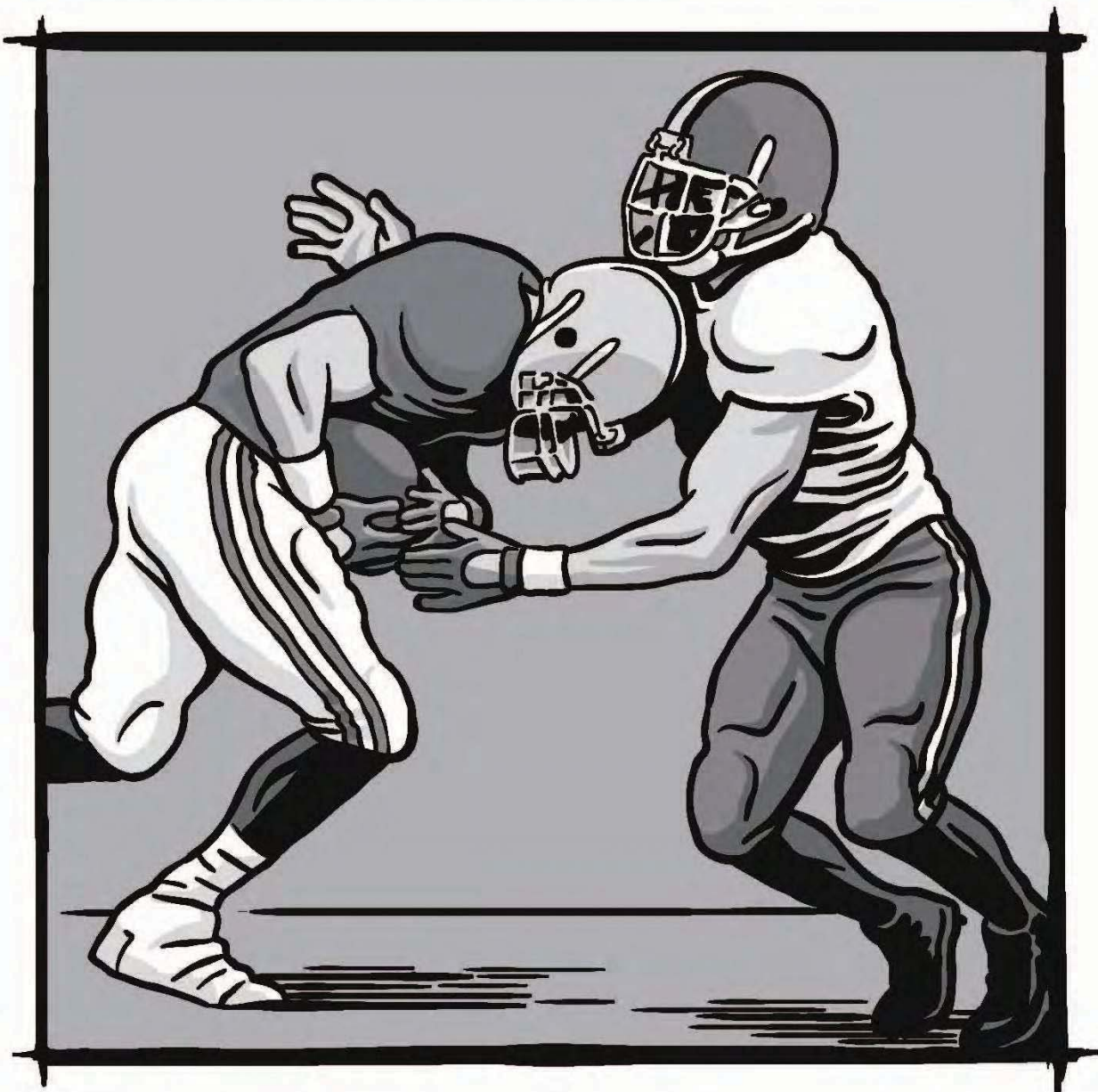
**Helmet/Facemask to the Head or Neck Area of any Defenseless Player**



**Forearm to the Head or Neck Area  
of any Defenseless Player**



**Contact with the Top/Crown or  
Forehead/"Hairline" Parts of the Helmet  
Against Any Part of any Defenseless  
Player's Body**



**Runner Delivering Blow with  
the Top/Crown of his Helmet**

## (d) Game-Related Player Conduct Rules

In addition to the game-related player safety rules discussed previously in this section, the League also prohibits NFL players from engaging in on-field actions that it deems unbecoming a professional football player, unsportsmanlike, or that interfere with the orderly conduct of an NFL game. If it is determined that a player has engaged in one or more of the offenses listed below, he is subject to a fine and/or other discipline. The monetary amounts for such infractions are listed in the 2014 Schedule of Fines located at the back of this section. Unless otherwise specified, dollar amounts listed in the 2014 Schedule of Fines are minimum fines, and repeated violations will result in more severe penalties.

### Non-Football Acts

Any act inappropriate and extrinsic to the game of football that creates an unnecessary risk of injury to an opposing player will result in a level of discipline substantially higher than normal fine levels whether or not the individual is a repeat offender. First offenses are subject to severe discipline up to and including suspension. Such malicious behavior includes, but is not limited to, poking an opponent in the eye, striking or kicking an opponent in the groin or other vulnerable areas of the body, or use of foreign objects.

### Offense Against Game Official

Players, coaches, and other club personnel must maintain proper respect for Game Officials at all times. Offenses against Game Officials include: (1) physical contact with officials including, but not limited to, punching, pushing, shoving, grabbing, or other intimidating or interfering contact; and (2) verbal or other non-physical abuse of officials, such as profanity and other abusive language or gestures. Offenses against Game Officials are strictly prohibited and will result in disqualifications, fines, and possibly suspensions or banishment.

This policy applies at all game-day locations, including on the playing field, in the bench area, in tunnels, parking lots, and in other stadium passageways. No player, coach, or other club employee is permitted to enter the Game Officials' locker room on game day unless granted specific permission by the Referee. Please note that public criticism by players or club employees of Game Officials or officiating is prohibited and is subject to fines.

### Fighting

The NFL policy on fighting is very simple: ***Don't fight, and if a fight breaks out involving other players, stay away.***

If you are challenged, walk away from the situation and continue playing football. Fights in the NFL are pointless and only lead to penalties, as well as possible fines and disqualification from the game—all of which hurt your team.

Keep in mind that even if you are not a participant in a fight, you will be fined for unnecessarily entering a fight area. ***"Peacemaking" won't be accepted as an excuse for entering the area, nor will coming to the defense or assistance of***



***your fighting teammates.*** If you are already in the vicinity when someone else gets into a fight, move out immediately. If you are not near a fight, don't get close (this applies whether you are already in the game, entering for the next play, or located in the bench area).

If you unnecessarily enter a fight area, you will be fined whether your involvement is active or inactive. If your involvement is deemed active, you are subject to a higher fine. Active involvement includes, but is not limited to: creating a risk of injury for officials, players, game personnel, or fans; interfering with a game official; contact with opposing players; abusive language or gestures; and other provocative actions that could aggravate the situation or lead to escalation of the fight.

## **Taunting**

Taunting is the use of abusive, threatening, or insulting language or gestures to opponents, teammates, officials, or representatives of the League. Taunting is prohibited and subject to discipline beginning pregame, and continuing throughout the game and postgame periods. Taunting focuses on acts directed at an opponent. Additionally, the League has provided some examples of the following policies within Rule 12, Section 3, Article 1:

- (b) Using abusive, threatening, or insulting language or gestures to opponents, teammates, officials, or representatives of the League.

Violations of (b) will be penalized if any of the acts are committed ***directly at an opponent.*** These acts include, but are not limited to: sack dances; home run swing; incredible hulk; spiking the ball; spinning the ball; throwing or shoving the ball; pointing; pointing the ball; verbal taunting; military salute; standing over an opponent (prolonged and with provocation); or dancing.

- (c) Using baiting or taunting acts or words that engender ill will between teams.

Violations of (c) will be penalized if any of the acts occur ***anywhere on the field.*** These acts include, but are not limited to: throat slash; machine gun salute; sexually suggestive gestures; prolonged gyrations; or stomping on a team logo.

Taunting an opponent is a foul under NFL playing rules and will be called by Game Officials (15-yard penalty). In addition, the taunting player may be fined, even though his intent was not to taunt.

Obviously, it is not possible to identify in advance every action that may constitute taunting, and final judgment on this is left to Game Officials and/or video review.

## **Foreign Objects on Field**

A player's possession of foreign or extraneous object(s) that are not part of the uniform during a game on the field or the sideline will result in an unsportsmanlike conduct penalty. In addition, if object(s) are deemed a safety hazard by the Referee, the player

will be subject to automatic ejection from the game. On this basis, if an official notices that a player has a pen or other potentially hazardous item on his person during a game, he will be both penalized and ejected for having the item whether or not he uses it. If object(s) are not deemed a safety hazard, the player will be penalized but not ejected.

In addition, please note that the use of cell phones or any other form of communication on the sidelines during a game that is not provided and sanctioned by the League is prohibited and subject to discipline. This applies to all coaches and players whether in or out of uniform.

### **Football into Stands**

When a player unnecessarily delivers a football into the stands (by throwing or kicking), it creates the potential for crowd-control issues. This act will result in a fine.

However, if a player hands the ball or lightly tosses it to someone in the stands near the perimeter of the field, and there are no apparent crowd-control or safety issues, it may not result in a fine.

### **Contact with Fans**

A player may also be subject to discipline when he makes physical contact with fans in a way that constitutes unsportsmanlike conduct, or presents crowd-control issues and risk of injury. Clubs are responsible for handling such situations appropriately within their normal stadium security operations.

### **Player Demonstrations**

When players react to the excitement of the game with natural, spontaneous expressions of exuberance and celebratory acts (e.g., end zone dances), it is not ordinarily a foul under NFL playing rules. However, if a player demonstration constitutes taunting or unsportsmanlike conduct, or delays the game, a foul will be called, and a fine will be assessed.

Player demonstrations that will be deemed unsportsmanlike conduct include, but are not limited to: (1) individual players' involvement in prolonged or excessive celebrations or demonstrations. Players are prohibited from engaging in any celebrations or demonstrations while on the ground. A celebration or demonstration shall be deemed excessive or prolonged if a player continues to celebrate or demonstrate after a warning from an official; (2) two or more players engaging in prolonged, excessive, premeditated, or choreographed celebrations or demonstrations, particularly after scoring plays; (3) possessing or using foreign or extraneous object(s) during the game, either on the field or the sideline, that are not part of the uniform; (4) using the ball, pylon, crossbar, or any other object as a prop, which includes "dunking" over the goal posts or striking the padding covering the goal post; (5) a player engaging in actions that are sexually suggestive or that can otherwise be construed as being in poor taste; and (6) a player engaging in actions that are unsportsmanlike and/or offensive toward Game Officials. Such unsportsmanlike conduct will subject the player(s) to significant fines.

## **Removal of Helmet**

A player may not remove his helmet in the field of play or the end zone during a celebration or demonstration, or during a confrontation with a game official or any other player. Violation of this rule will be penalized as unsportsmanlike conduct.

## **Uniform**

### **Foreign Substances on Body/Uniform**

A player may not use unauthorized foreign substances (e.g., stickum or slippery compounds) on his body or uniform. Because such a violation affects the integrity of the competition and can give a team an unfair advantage, Game Officials will check randomly selected offensive and defensive linemen for foreign substances as they leave the locker room prior to the game and prior to the beginning of the second half. If a violation is detected, the player's jersey will be confiscated immediately, and the jersey must be replaced and in compliance before the player may participate in the game.

During the game, if a player is detected with an unauthorized foreign substance on his body or uniform, he will be removed from the game immediately for at least one play.

The jersey in question will be confiscated by Game Officials, and must be replaced and in compliance before the player may re-enter the game. The involved player(s) will be subject to a significant fine, and the club may also be subject to disciplinary action.

### **Other Uniform/Equipment Violations**

The 2014 Uniform Policy, the 2014 On Field Policy, and the enforcement procedures for these policies are attached at the end of this section.

A League representative will conduct a thorough review of all players in uniform during pregame warm-ups.

**All uniform and On Field violations detected during the routine pregame check must be corrected prior to kickoff, or the offending player(s) will not be allowed to enter the game. A violation that occurs during the game will result in the player being removed from the game until the violation is corrected.**

League discipline may also be imposed on players whose equipment, uniform, or On Field violations are detected during postgame review of video, who repeat violations on the same game day after having been corrected earlier, or who participate in the game despite not having corrected a violation when instructed to do so. ***First offenses will result in fines.***

In addition, in accordance with Article 51, Section 13(c) of the NFL-NFLPA Collective Bargaining Agreement, all players will be required to wear a non-obtrusive sensor or GPS tracking device during NFL games. League discipline will be imposed on any player who refuses to wear such a device, or after having such a device affixed to his equipment, removes the device prior to or during a game. ***First offenses will result in fines.***

## **Bench and Field-Level Rules**

Unauthorized entry into the first solid white six-foot field border, or the second six-foot border adjacent to it, will subject players to fines. Crowding along the borders has resulted in officials being thrown off stride or knocked down while running along the border to cover plays. In addition, players, coaches, or other authorized team personnel who collide with officials in this restricted area are subject to a 15-yard penalty.

Clubs and players are reminded that they are prohibited during the game from allowing into their bench areas persons not affiliated with the club or not serving a necessary game-day function. Thus, entertainers, athletes from other sports, player agents, politicians, other public figures, and relatives and friends of current or former players are prohibited in the bench area or elsewhere along the sidelines from the opening kickoff to the end of the game.

Clubs are subject to fines for violations of the above, including first offenses. For a first offense, the club will be fined a minimum of \$7,500, and a minimum of \$15,000 for a second. Further offenses are subject to increased fines.

## **Crowd Control and Security Measures**

All NFL clubs are responsible for implementing adequate security measures, both inside and outside the stadium, before and after games, to avoid physical or verbal threats or hostilities between fans and team personnel, including players, coaches, and officials.

***Do not hesitate to inform appropriate security and club personnel if you experience problems of extreme verbal or physical abuse from fans inside or outside the stadium on game day.***

Because this is for your protection, it is important that you do your part to make the security measures work. If any unauthorized fan enters the playing field, security forces, not you, are responsible for removing that person. ***Players must not get involved in removing fans from the playing field.*** Also, clubs are responsible for providing adequate security at locker rooms, bench areas, and passageways used by players and coaches as they enter and exit the field, as well as visiting team buses. ***Players must not enter the stands or otherwise confront fans at any time on game day in response to abuse.*** Leave these problems to security personnel, or you may be subject to disciplinary action.

For a variety of reasons, the playing field should be cleared as quickly as possible after games. However, the League encourages displays of good sportsmanship between teams and does not impose discipline for players shaking hands and meeting briefly on the field after the game.

## **Social Media or Networking Sites**

The use of social media or networking sites (including Twitter, Facebook, Instagram and similar vehicles) by coaches, players, and other club football operations personnel is prohibited on game day, including halftime, beginning ninety (90) minutes before kickoff until after the post-game locker room is open to the media and players have first fulfilled their obligation to be available to the news media who are at the game.

No updates are permitted to be posted by a player himself or anyone representing him during this prohibited time on his personal Twitter, Facebook, Instagram, or any other social media account.

## 2014 Schedule of Fines

Enforcement of playing rules, and fines or suspensions for players who violate them, is an essential component of player safety.

In the interest of reducing the risk of serious player injury, coaches and players should be mindful of the following:

The League will continue to stress enforcement of rules for personal fouls, unnecessary roughness, roughing the passer, and hits on players in defenseless positions. **Players are responsible for reading Rule 12, Section 2 (Personal Fouls) of the 2014 Official Playing Rules of the National Football League.**

Please note the League's rules that protect against illegal hits to defenseless players and that prohibit initiating contact with the crown of the helmet. These hits are dangerous and may cause serious player injury. Violations of these rules may result in on-field penalties and discipline by the League. **The League has emphasized that when circumstances warrant, suspension (even for first time offenders) is appropriate discipline.**

As part of the National Football League's emphasis on protection of the head, players who deliver blows to the head or neck area of defenseless players when there are no mitigating circumstances may be subject to suspension.

The characteristics of such hits include when: (1) the player delivering the blow has an unobstructed path to his opponent; (2) the position of the player receiving the blow is not materially affected by any other player; and (3) the contact is avoidable. Violations that include all of these characteristics could lead to suspension, even on a first offense.

Discipline in each case will be evaluated on its own facts and circumstances. This will include a determination of whether the infraction occurred "during the normal course of the game" (e.g., was consistent with the competitive tempo, pace, and situation) or "outside the normal course of the game" (e.g., was flagrant, unnecessary, avoidable, or gratuitous). Accordingly, a player may be subject to suspension even on a first offense.

In addition, players who launch into an opponent may be suspended even if there are mitigating circumstances, such as the effect of a third player on the collision. A launching player is held to strict liability for the consequences of any blow he delivers.

Players who have previously been disciplined for delivering an illegal hit to the head/neck area of a defenseless player may be subject to suspension for a second or subsequent violation even when there are mitigating circumstances. Repeat offenders are held to a stricter standard. It is the responsibility of the player to avoid hitting the defenseless opponent in his head or neck area, regardless of other factors in the play-

Any player who was previously fined and/or suspended for a safety-related rule violation (e.g., a hit to the head or neck area of a defenseless player) and whose fine and/or suspension was either partially or fully upheld, will be considered a repeat offender for the purposes of his next safety-related rule violation.

**The repeat offender policy has been modified for 2014** in terms of what a player must do in order to be removed from the "repeat offender" category. Specifically, any player who violates a safety-related rule will be considered a potential repeat offender and will be treated as such should he commit a further violation during a subsequent period of 32 consecutive games. After that period, the player will no longer be considered a potential repeat offender and will be subject to discipline as a first-time offender should he commit an additional violation. For the purposes of calculating the 32 game period, preseason, regular season, and post-season games will be counted; however, only two of the 32 games can be preseason games. The calculation of the 32 games will start from the player's most recent safety-related rule violation. For illustration purposes, a player in the potential repeat offender category who has completed 20 games since his initial safety-related rule violation without incurring discipline for an additional violation will need 12 more games in 2014 without a fine or suspension for a safety-related rule violation in order to be removed from the potential repeat offender category, and to once again be considered a first-time offender. Any player who was in the potential repeat offender category and who has already completed 32 games (regular season, post-season, and at most, two preseason games since his last safety-related rule violation), will be subject to discipline as a first-time offender this season. Players will be notified of their status by the first game of the regular season.

## 2014 Schedule of Fines

Fines listed below are **minimums**. Other forms of discipline, including higher fines and suspension may also be imposed, based on the circumstances of the particular violation. Rescission of fines for first-time offenders shall not be automatic.

<b>Violation</b>	<b>First Offense</b>	<b>Second Offense</b>
<b>Offense Against Game Official</b>		
Physical Contact with Official	\$27,562	\$55,125
Verbal or other Non-Physical Offense Against Official	\$22,050	\$44,100
<b>Player Safety Rules and/or Flagrant Personal Foul</b> (including, without limitation):	<i>Suspension or fine; severity to be determined by degree of violation</i> <b>(FINES LISTED ARE MINIMUMS).</b>	
Striking/Kicking/Kneeing	\$8,268	\$16,537
Horse Collar Tackle	\$16,537	\$33,075
Face Mask	\$8,268	\$16,537
Leg Whip	\$16,537	\$33,075
Late Hit	\$8,268	\$16,537
Spearing	\$22,050	\$44,100
Impermissible Use of the Helmet (including illegal launching)	\$22,050	\$44,100
Hit on Defenseless Player	\$22,050	\$44,100
Blindside Block	\$22,050	\$44,100
Roughing the Passer	\$16,537	\$33,075
Low Block	\$8,268	\$16,537
Chop Block	\$8,268	\$16,537
<b>Fighting</b>		
Fighting	\$27,562	\$55,125
Unnecessarily Entering Fight Area (active involvement)	\$5,512	\$11,025
Unnecessarily Entering Fight Area (no active involvement)	\$2,756	\$8,268
<b>Sportsmanship</b>		
Excessive Profanity; other Unsportsmanlike Conduct (e.g., toward opponent(s), game personnel, fans, etc.)	\$11,025	\$22,050
Taunting	\$8,268	\$11,025
Football Into Stands	\$5,512	\$11,025
<b>Uniform</b>		
Foreign Substances on Body/Uniform	\$8,268	\$16,537
Chin Straps	\$8,268	\$11,025
Personal Messages	\$5,512	\$11,025
<i>(Additional fines may be imposed on team management and coaching staffs for condoning, permitting, etc., violations in this area)</i>		
Other Uniform/Equipment Violations	\$5,512	\$11,025



<b>On Field Commercial Logo Violation</b>	<i>Considered violation of official League licensing agreements; suspension or fine; severity to be determined by degree of violation.</i>
<b>Gang Signing</b>	<i>Considered conduct detrimental to the League; suspension or fine; severity to be determined in accordance with provisions of the Personal Conduct Policy.</i>

### 2014 Pro Bowl Fines

Pro Bowl players are subject to fines if they fail to attend team meetings, practices, or photo day without receiving approval from the NFL Football Operations department.

The Pro Bowl fine schedule for unauthorized absences is as follows:

<b>Violation</b>	<b>Fine Amount</b>
Late for team meeting	\$500
Late for team practice	\$500
Late for team photo	\$500
Missed team meeting	\$2,000
Missed team practice	\$2,000
Missed team photo	\$2,000

**Note:** All fine amounts are doubled for repeat offenses.

All other fine amounts remain the same for on-field discipline.

## Uniform Policy

NFL players are required to dress to the highest levels of professionalism. A player's appearance on the field conveys a message regarding the image of the League and directly affects the League's reputation and success. Accordingly, the NFL Uniform and Equipment policy was implemented primarily for player safety and to ensure that the game and its players are presented in a professional manner. For easy reference, please review the 10 bullet points below to make sure you are in compliance with the League's on-field dress code. Should you have additional questions, please direct them to your equipment manager or your club's League uniform inspector. In addition, this section contains illustrations of the NFL Uniform and Equipment Rules and also includes a detailed description of the Player Uniform policy.

- Players are not permitted to wear bandannas, stockings, or other unapproved headwear anywhere on the field, even if such items are worn under the helmets.
- Headwear is part of the NFL Uniform Code. No commercial endorsement agreement entered into by a player can alter his obligations under the NFL Uniform Code. The only headwear (e.g., caps) that the players are permitted to wear on the field is headwear provided by an NFL authorized supplier, currently New Era.
- Players' pants must not be altered or cut in any way and must be pulled over the knee.
- The stockings worn by players must be white from the top of the shoe to mid-calf and an approved team color from mid-calf to the bottom of the pant leg, which is pulled down below the knee.
- Tape used on shoes and stockings must be black or white to match the selected dominant shoe choice of the club.
- The team jersey must be tucked in at the waist.
- Towels must be tucked into the front waist of the pants and are limited to a maximum of 6 inches wide and 8 inches long.
- Shoulder pads and thigh and knee pads are mandatory equipment and must be worn by all players, except punters and kickers.
- Players must be examined by a club physician with a report submitted to the League office for approval prior to wearing a non-standard/customized facemask.
- All points of a chin strap, whether there are two points or four points, must be fastened to the helmet prior to the snap.
- Clubs must obtain approval from the Football Operations department before any new product can be used by one of their players in a game. The use of any product by a player during a game without prior League approval may subject the player and/or the club to significant fines if it is determined that the product violated NFL rules.

# NFL UNIFORM AND EQUIPMENT RULES

## VIOLATION



Players are not permitted to wear bandannas, stockings, or other unapproved headwear anywhere on the field during the pregame, game, or postgame periods, even if such items are under their helmet.

## VIOLATION



The jersey must remain tucked into the uniform pants throughout the game.

## VIOLATION



Towels are limited to a maximum of 6 inches wide and 9 inches long and must be tucked into the front of the pants.

## VIOLATION



The exterior stocking must be a one-piece unit solid white from the top of the shoe to the midpoint of the lower leg, with approved team color or colors from that midpoint to the top of the stocking.

## VIOLATION



The exterior stocking must be a one-piece unit solid white from the top of the shoe to the midpoint of the lower leg, with approved team color or colors from that midpoint to the top of the stocking.

Helmet with facemask (chin strap fastened)



Thigh and knee pads are mandatory

## VIOLATION



Jersey must cover all pads and other protective equipment worn on the torso and upper arms.

## VIOLATION



Pants must be worn over the entire knee area.

## VIOLATION



The exterior stocking must be a one-piece unit solid white from the top of the shoe to the midpoint of the lower leg, with approved team color or colors from that midpoint to the top of the stocking.

## VIOLATION



Tape worn over footwear must be the same color as the dominant color of the shoe.

## VIOLATION



Tape worn over footwear must be the same color as the dominant color of the shoe.

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## NFL UNIFORM AND EQUIPMENT RULES

(Rule 5, Section 4 of the *Official Playing Rules of the National Football League*)

**GENERAL POLICY** Throughout the game-day period while in view of the stadium and television audience, including during team pregame warm-ups, all players must dress in a professional manner under the uniform standards. The helmet and mandatory padding referenced in Article 3 below are intended to provide reasonable protection to a player while reasonably avoiding risk of injury to other players. The development of Playing Rules should be governed by this Article. Players generally must present an appearance that is appropriate to representing their individual clubs and the National Football League. The term uniform, as used in this policy, applies to every piece of equipment worn by a player, including helmet, shoulder pads, thigh pads, knee pads, and any other item of protective gear, and to every visible item of apparel, including but not limited to pants, jerseys, wristbands, gloves, stockings, shoes, visible undergarments, and accessories such as headwear worn under helmets and hand towels. All visible items worn on game day by players must be issued by the club or the League, or, if from outside sources, must have approval in advance by the League office.

**Mandatory Equipment, Apparel** Pursuant to the official colors established for each NFL club in the League Constitution and Bylaws, playing squads are permitted to wear only those colors or a combination of those colors for helmets, jerseys, pants, and stockings; provided that white is also an available color for jerseys and mandatory color for the lower portion of stockings. (See 5-3-3-f, "Stockings," below.) Each player on a given team must wear the same colors on his uniform as all other players on his team in the same game. Home clubs shall choose their jersey color (either white or official team color), and visiting clubs must wear the opposite. For preseason, regular season, or postseason games, the two competing teams may wear jerseys in their official colors (non-white), provided the Commissioner determines that such colors are of sufficient contrast.

All players must wear the equipment and uniform apparel listed below, which must be of a suitably protective nature, must be designed and produced by a professional manufacturer, and must not be cut, reduced in size, or otherwise altered unless for medical reasons approved in advance by the Commissioner. During pregame team warm-ups, players may omit certain protective equipment at their option, except that helmets, shoulder pads, thigh pads and knee pads must be worn.

**Helmets, Face Protectors** Helmet with all points of the chin strap (white only) fastened and facemask attached. Facemasks must not be more than  $\frac{1}{4}$ -inch in diameter and must be made of rounded material; transparent materials are prohibited. Clear (transparent) plastic eye shields are optional. Tinted eye shields may be worn only after the League office is supplied with appropriate medical documentation and approval is subsequently granted. The League office has final approval. No visible identification of a manufacturer's name or logo on the exterior of a helmet or on any attachment to a helmet is permitted unless provided for under a commercial arrangement between the League and manufacturer; in no event is identification of any helmet manufacturer permitted on the visible surface of a rear cervical pad. All helmets must carry a small NFL shield logo on the rear lower-left exterior, and an approved warning label on the rear lower-right exterior. Both labels will be supplied in quantity by the League office.

**Jerseys** Jersey must cover all pads and other protective equipment worn on the torso and upper arms, and must be appropriately tailored to remain tucked into the uniform pants throughout the game. Tearaway jerseys are prohibited. Mesh jerseys with large fishnet material (commonly referred to as "bullet-hole" or "port-hole" mesh) are also prohibited. Surnames of players in letters a minimum of 2½ inches high must be affixed to the exterior of jerseys across the upper back above the numerals; nicknames are prohibited. All jerseys must carry a small NFL Shield logo at the middle of the yoke of the neck on the front of the garment. All fabrics must be approved by the League office prior to production.

**Numerals** Numerals on the back and front of jerseys as specified under NFL rules for the player's specific position. Such numerals must be a minimum of 8 inches high and 4 inches wide, and their color must be in sharp contrast with the color of the jersey. Smaller numerals should be worn on the tops of the shoulders or upper arms of the jersey. Small numerals on the back of the helmet or on the uniform pants are optional.

**Pants** Pants must be worn over the entire knee area; pants shortened or rolled up to meet the stockings above the knee are prohibited. No part of the pants may be cut away unless an appropriate gusset or other device is used to replace the removed material. All pants must carry a small NFL Shield logo on the front left groin area of the pants, midway between the fly

opening and side seam, and ½-inch below the belt.

**Shoulder Pads, Thigh Pads, and Knee Pads** Shoulder pads, thigh pads, and knee pads which have been approved by the League office. All pads must be covered by the outer uniform. Knee pads must be at least ¼ inch thick and must cover the knees. Basketball-type knee pads are permitted, but must be covered by the outer uniform. Punters and placekickers may omit thigh pads and knee pads.

**Stockings** Stockings must cover the entire area from the shoe to the bottom of the pants, and must meet the pants below the knee. Players are permitted to wear as many layers of stockings and tape on the lower leg as they prefer, provided the exterior is a one-piece stocking that includes solid white from the top of the shoe to the mid-point of the lower leg, and approved team color or colors (non-white) from that point to the top of the stocking. Uniform stockings may not be altered (e.g., over-stretched, cut at the toes, or sewn short) in order to bring the line between solid white and team colors lower or higher than the mid-point of the lower leg. No other stockings and/or opaque tape may be worn over the one-piece, two-color uniform stocking. Barefoot punters and placekickers may omit the stocking of the kicking foot in preparation for and during kicking plays.

**Shoes** Shoes must be of standard football design, including "sneaker" type shoes such as basketball shoes, crosstraining shoes, etc. Each team must designate a dominant base color for its shoes, either black or white (with shoelace color conforming to the dominant base color of the tongue area of the shoe). Each team must also designate one of its Constitutional uniform colors as a dominant team color for its shoes. Each team must also designate one of its Constitutional uniform colors as a secondary team color for its shoes. Each team may also designate a third uniform color as a tertiary team color that may be used for accents on its shoes. The designation of team shoe colors as described above must be reported by each team to the League office no later than July 1 each year. Each player may select among shoe styles previously approved by the League office. All players on the same team must wear shoes with the same dominant base color. A player may wear an unapproved standard football shoe style as long as the player tapes over the entire shoe to conform to his team's selected dominant base color (i.e., white or black). Logos, names, or other commercial identification on shoes are not permitted to be visible unless advance approval is granted by the League office. Size and location of logos and names on shoes must be approved by the League office. When a shoe logo or name approved by the League is covered with an appropriate use of tape, players will be allowed to cut out the tape covering the original logo or name, provided the cut is clean and is the exact size of the logo or name. The logo or name of the shoe manufacturer must not be re-applied to the exterior of taped shoes unless advance approval is granted by the League office. Kicking shoes must not be modified (including using a shoelace wrapped around toe and/or bottom of the shoe), and any shoe that is worn by a player with an artificial limb on his kicking leg must have a kicking surface that conforms to that of a normal kicking shoe. Punters and placekickers may omit the shoe from the kicking foot in preparation for and during kicking plays. Punters and placekickers may wear any combination of the tri-colored shoes provided that the colors are consistent with those selected by the team and with the policy listed above.

**OTHER PROHIBITED EQUIPMENT, APPAREL** In addition to the prohibited items of equipment and apparel specified above, the following also are prohibited:

**Projecting Objects** Metal or other hard objects that project from a player's person or uniform, including from his shoes.

**Uncovered Hard Objects, Substances** Hard objects and substances, including but not limited to casts, guards or braces for hand, wrist, forearm, elbow, hip, thigh, knee, and shin, unless such items are appropriately covered on all edges and surfaces by a minimum of 3/8-inch foam rubber or similar soft material. Any such item worn to protect an injury must be reported by the applicable coaching staff to the Umpire in advance of the game, and a description of the injury must be provided.

**Detachable Toe** Detachable kicking toe.

**Torn Items** Torn or improperly fitting equipment creating a risk of injury to other players, e.g., the hard surfaces of shoulder pads exposed by a damaged jersey.

**Improper Cleats** Shoe cleats made of aluminum or other material that may chip, fracture, or develop a cutting edge. Conical cleats with concave sides or points which measure less than  $\frac{1}{8}$ -inch in diameter at the tips, or cleats with oblong ends which measure less than ¼ by ¾-inch at the end

tips are also prohibited. Nylon cleats with flat steel tips are permitted.

**Improper Tape** Opaque, contrasting-color tape that covers any part of the helmet, jersey, pants, stockings, or shoes; transparent tape or tape of the same color as the background material is permissible for use on these items of apparel. Players may use opaque white, black or one dominant club color tape on hands and arms, provided it conforms to above ("Uncovered Hard Objects, Substances") and below ("Approved Glove Color"). Opaque tape either black or white on shoes is permitted, provided it is black or white to match the selected dominant shoe choice of the Club, and provided it does not carry up into the stocking area.

**Items Colored Like Football** Headgear or any other equipment or apparel which, in the opinion of the Referee, may confuse an opponent because of its similarity in color to that of the game football. If such color is worn, it must be broken by stripes or other patterns of sharply contrasting color or colors.

**Adhesive, Slippery Substances** Adhesive or slippery substances on the body, equipment, or uniform of any player; provided, however, that players may wear gloves with a tackified surface if such tacky substance does not adhere to the football or otherwise cause handling problems for players.

**Recommended Equipment** It is recommended that all players wear hip pads designed to reasonably avoid the risk of injury. Unless otherwise provided by individual team policy, it is the players' responsibility and decision whether to follow this recommendation and use such pads. If worn, such pads must be covered by the outer uniform.

**OPTIONAL EQUIPMENT** Among the types of optional equipment that are permitted to be worn by players are the following:

**Garments Under Jerseys** Quarterbacks will be allowed to wear under the game jersey a solid colored T-shirt, turtleneck, or sweatshirt (consistent with team undergarment color) with sleeves cut to any length, as long as both sleeves are evenly trimmed and the edges are sewn and hemmed. All other players may wear garments under game jerseys only if the undergarment sleeves either (a) are full length to the wrist; or (b) are the half sleeve length as provided by the licensee each of which must be approved by the NFL. Players may not wear long-sleeved undergarments that include pebble-grip sleeves. Any garments under jerseys that are exposed at the neck or sleeve area and that carry an exposed logo or commercial name/identification must be licensed and approved by the League office for wear on the field. All members of the same team who wear approved undergarments with exposed necks or sleeves must wear the same color on a given day, which color must be white or a solid color that is an official team color (solid means that sleeves must not carry stripes, designs, or team names).

**Approved Glove Color** Gloves, wrappings, elbow pads, and other items worn on the arms below or over the jersey sleeves by interior offensive linemen (excluding tight ends) must be of the color that is mandatorily reported to the League office by the club before July 1 each year. Such reported color must be white, black or other official uniform color of the applicable team, and, once reported, must not be changed throughout that same season. Players at other positions (non-interior linemen) also may wear gloves provided they are either (i) a solid white, solid black, or a solid color that is an official uniform color of the applicable club, (ii) a bi-color combination of black or white with one (1) official uniform color of the applicable team, or (iii) a tri-color combination of black or white, and/or up to two official uniform colors of the applicable club. For clubs with a third official uniform color, player (non-interior linemen) gloves may also incorporate a third official uniform color as an accent only. Clubs are not required to designate to the League office by July 1, the color of gloves that will be worn by their non-interior linemen.

**Rib Protectors** Rib protectors ("flak jackets") under the jersey.

**Wristbands** Wristbands, provided they are white or black only.

**Towels** Towels, provided they are white licensed towels approved by the League office for use on the playing field. Players are prohibited from adding to these towels personal messages, logos, names, symbols, or illustrations. Such towels also must be attached to or tucked into the front waist of the pants, and must be no longer than 6 by 8 inches (slightly larger size may be issued to quarterbacks, or may be folded to these limits for wearing in games). A player may wear no more than one towel. Players are prohibited from discarding on the playing field any loose towels or other materials used for wiping hands and the football. Streamers or ribbons, regardless of length, hanging from any part of the uniform, including the helmet, are prohibited.

**Headwear** When players are on the field, during the pregame, game, and postgame periods, they may wear approved caps, skull caps and bands, approved cold weather gear, or other approved headwear for medical purposes only, as determined by the Commissioner. Any permissible headwear must be approved by the League office, and if worn under the helmet, no portion may hang from or otherwise be visible outside the helmet. Players are not permitted to wear bandannas, stockings, or other unapproved headwear anywhere on the field during the pregame, game, or postgame periods, even if such items are worn under their helmets.

**Logos And Commercial Identification** Throughout the period on game-day that a player is visible to the stadium and television audience (including in pregame warm-ups, in the bench area, and during postgame interviews in the locker room or on the field), players are prohibited from wearing, displaying, or orally promoting equipment, apparel, or other items that carry commercial names or logos/identifications of companies, unless such commercial identification has been approved in advance by the League office. The size of any approved logo or other commercial identification involved in an agreement between a manufacturer and the League will be modest and unobtrusive, and there is no assurance that it will be visible to the television audience.

**Personal Messages** Throughout the period on game-day that a player is visible to the stadium and television audience (including in pregame warm-ups, in the bench area, and during postgame interviews in the locker room or on the field), players are prohibited from wearing, displaying, or otherwise conveying personal messages either in writing or illustration, unless such message has been approved in advance by the League office. Items to celebrate anniversaries or memorable events, or to honor or commemorate individuals, such as helmet decals, and arm bands and jersey patches on players' uniforms, are prohibited unless approved in advance by the League office. All such items approved by the League office, if any, must relate to team or League events or personages. The League will not grant permission for any club or player to wear, display, or otherwise convey messages, through helmet decals, arm bands, jersey patches, or other items affixed to game uniforms or equipment, which relate to political activities or causes, other non-football events, causes or campaigns, or charitable causes or campaigns. Further, any such approved items must be modest in size, tasteful, non-commercial, and non-controversial; must not be worn for more than one football season; and if approved for use by a specific team, must not be worn by players on other teams in the League.

**General Appearance** Consistent with the equipment and uniform rules, players must otherwise present a professional and appropriate appearance while before the public on game-day. Among the types of activity that are prohibited are use of tobacco products (smokeless included) while in the bench area and use of facial makeup.

- Penalties:**
- (a) For violation of this Section 4 discovered during pregame warm-ups or at other times prior to the game, player will be advised to make appropriate correction; if the violation is not corrected, player will not be permitted to enter the game.**
  - (b) For violation of this Section 4 that is discovered while player is in the game, and which involves the competitive or player safety aspects of the game (e.g., illegal kicking toe of shoe, an adhesive or slippery substance, failure to wear mandatory equipment), player will be removed from the game until he has complied.**
  - (c) For any other violation of this Section 4 (e.g., wristbands that are not League-approved, towel with a personal message, impermissible headwear under the helmet) that is discovered while the player is in the game, player will be advised to make appropriate correction at the next change of possession; if the violation is not corrected, player will not be permitted to enter the game.**
  - (d) For violation of this Section 4 detected in the bench area: Player and head coach will be asked to remove the objectionable item, properly equip the player, or otherwise correct the violation. The involved player or players will not be permitted to enter the game until the player has complied.**
  - (e) For illegal entry or return of a player suspended under this Section 4: Loss of five yards from succeeding spot and removal until properly equipped after one down.**
  - (f) For repeat violation: Disqualification from game.**

### **Supplemental Notes**

Note 1: In addition to the game-day penalties specified above, the Commissioner may subsequently impose independent disciplinary action on the involved player, up to and including suspension from the team's next succeeding game—preseason, regular season, or postseason, whichever is applicable.

Note 2: If a player is suspended for having adhesive or slippery substances on his body, equipment, or uniform, he must remain out of the game for one play, even if there is a team timeout, the two-minute warning, or the end of a period.

Note 3: If a player (kicker) is suspended for having an illegal kicking shoe, he must remain out of the game for one play, unless there is a team timeout, the two-minute warning, or the end of the period.

## **Officiating Procedures to Detect Foreign Substances on Player Uniforms on Game Day**

### **A. Weekly Communications/Procedures for Game Officials**

1. Each week, on the day prior to the game, the League Officiating department will give to the Game Officials a confidential list of two offensive and two defensive line positions for each half that were randomly selected.
2. When the Game Officials arrive at the stadium, they will use the flip cards to determine the names of the designated players to be checked.

### **B. Team Two-Minute Locker Room Warning Prior to Game**

1. The Umpire will hand the home team uniform designee a card advising him of the four randomly selected linemen (two offensive and two defensive) who will be checked for unauthorized foreign substances on their uniforms prior to leaving the locker room. The Side Judge will follow the same procedure with the visiting team.
2. The uniform designee for the respective teams will present the four designated players of the home team to the Umpire and the visiting team to the Side Judge at the locker room door as the teams leave the locker room for introductions.
3. If an unauthorized foreign substance is detected on a player's jersey, the jersey will be confiscated immediately and ultimately given to the Referee through appropriate League-designated security. The player must change to a new jersey prior to playing in the game.

### **C. Team Two-Minute Locker Room Warning Prior to Second Half**

Same procedures as the first half, with four players on each team again randomly selected. The random selection process may involve players that were checked prior to the game.

### **D. Detection During the Game**

If during the game a player is determined to have an unauthorized foreign substance on his uniform (body), the player must be removed for one play. The jersey will be immediately confiscated and ultimately given to the Referee through appropriate League-designated security.

- E.** The Commissioner will levy significant fines when any player abusing this policy is detected.

## Player Equipment Safety

### Helmet Warning

All football helmets in use in the National Football League must carry a special warning label.

Read the warning carefully and heed its message at all times.

If your helmet does not have such a label, please see your Equipment Manager for a replacement. Do not remove existing labels under any circumstances.

The label states the following:

### WARNING

**NO HELMET CAN PREVENT SERIOUS HEAD OR NECK INJURIES  
A PLAYER MIGHT RECEIVE WHILE PARTICIPATING IN  
FOOTBALL.**

Do not use this helmet to butt, ram or spear an opposing player. This is in violation of the football rules and such use can result in severe head or neck injuries, paralysis or death to you and possible injury to your opponent.

Contact in football may result in **CONCUSSION-BRAIN INJURY** which no helmet can prevent. Symptoms include: loss of consciousness or memory, dizziness, headache, nausea or confusion. If you have symptoms, immediately stop playing and report them to your coach, trainer or parents. Do not return to a game or practice until all symptoms are gone and you have received **MEDICAL CLEARANCE**. Ignoring this warning may lead to another and more serious or fatal brain injury.



### **ProCap Helmet Device**

Each NFL player is permitted to select his own helmet as long as the helmet complies with the specifications set forth in Rule 5, Section 4, Articles 1 and 3 of *the Official Playing Rules of the National Football League* ("Official Playing Rules").

It has come to the attention of the League that some players use the ProCap helmet device with their helmets. Although the use of ProCap is not prohibited, players should be aware that in the opinion of the NFL Injury and Safety Panel certain characteristics of ProCap contribute to catastrophic neck injury, which may possibly result in death. In addition, the NFL Injury and Safety Panel also believes that the ProCap insulates heat and as a result may contribute to heat related injuries or illnesses, such as heat exhaustion and heat stroke.

### **Players should understand that they use ProCap at their own risk.**

Players are encouraged to consult with their teams' medical staff or equipment staff if they have further questions about the ProCap helmet device.

## **Risks of Player Injury**

**The sport of football presents risks to players. These risks include** injury to the head, neck or spine; injury to the muscular or skeletal systems; injury to internal organs; fractures; physical violence; loss and/or damage to sight, teeth or hearing; paralysis; concussions and traumatic brain injury and all of their short- and/or long-term effects including without limitation brain damage, dementia, mood disorder, and/or cognitive impairment; short- and/or long-term disability; loss of income and/or career opportunities; serious injury; and/or death.

## **Guidelines for Players During a Serious On-Field Player Injury**

For purposes of this policy, a serious on-field player injury is an injury to a player's head, neck, or spinal cord rendering him unconscious and/or unable to move all or part of his body. If such a serious injury occurs on the field, players are instructed to do the following:

1. Players and coaches **must** go to and remain in the bench area. Adequate lines of vision between the medical staffs and all available emergency personnel must be maintained at all times.
2. Do not roll over an injured player.
3. Do not assist a teammate who is lying on the field; i.e. removing the helmet or chin strap, or attempting to assist breathing by elevating the waist.
4. Do not pull an injured teammate or opponent from a pile-up.

**Note:** Officials are aware of the location of emergency personnel and equipment at all stadiums.

## On Field Policy

The On Field Policy is intended to ensure (1) the integrity and quality of apparel and related items (e.g., footwear, gloves, hats) worn on the field and sidelines on game day and at all clubs' official mandatory minicamps, official preseason training camps, and all club practice sessions (collectively, "On Field Apparel"), and (2) compliance with the commercial arrangements the National Football League has entered into with specific licensees. The On Field Policy ultimately benefits all players in the League and any attempts by players to violate or circumvent this policy will be subject to appropriate discipline.

### A. General Policy

1. All On Field Apparel worn by NFL players and club football staff on game day (defined as the period beginning prior to the game and continuing until 90 minutes after the whistle ending the game for all preseason, regular season and postseason games) must be licensed and authorized for such use by the NFL.
2. Use of unauthorized or non-licensed On Field Apparel products on the field and its environs (e.g., locker room, sidelines) on game day is strictly forbidden and is subject to disciplinary action by the NFL.
3. At all clubs' official mandatory minicamps, official preseason training camps, and all club practice sessions including post-practice interviews (collectively, "Club Game-Related Events"), players are required (except where otherwise expressly provided below) to wear On Field Apparel that is officially licensed and authorized for such use by the NFL. Players that elect to wear On Field Apparel at Club Game-Related Events that is not licensed and authorized for such use by the NFL (where permissible) are required to remove or cover any visible third party (e.g., manufacturer) name, logo, brand, or other commercial identification (e.g., proprietary designs) appearing on such products, in a manner acceptable to the NFL.
4. Use of unauthorized or non-licensed On Field Apparel products bearing visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs) at Club Game-Related Events is strictly forbidden and is subject to disciplinary action by the NFL.
5. Removal or mutilation of manufacturer's logos or authorized patches from any NFL licensed and authorized On Field Apparel by any player or team personnel for use on game day or at any Club Game-Related Event is strictly prohibited.
6. Any questions regarding authorized On Field Apparel should be directed to the team Equipment Manager or the following NFL personnel:

NFL Football Operations:	Akil Coad	212/450-2328
NFL On Field:	Dennis Kayser	212/450-2755

B. On Field Apparel Categories/Rules

**1. Outerwear**

Game Day - All active or inactive players are required to wear the outerwear provided by Nike.

Club Game-Related Events - All active or inactive players are encouraged to wear outerwear provided by Nike. Outerwear other than Nike must have all visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs) removed or covered, in a manner acceptable to the NFL.

**2. Headwear**

Game Day and Club Game-Related Events - All active or inactive players that choose to wear headwear are required to wear their team-designated headwear provided by New Era.

**3. Uniforms**

Game Day - All active or inactive players must wear the game uniform provided by Nike.

Club Game-Related Events - All active or inactive players must wear the practice jerseys provided by Nike, inclusive of any third party branding.

**4. Footwear**

Game Day and Club Game-Related Events

- (a) All footwear must conform to the NFL Uniform Code Policy.
- (b) Nike and Under Armour are the only NFL authorized footwear suppliers.
- (c) All active or inactive players may wear Nike or Under Armour brand-identified shoes.
- (d) Active or inactive players that choose to wear footwear other than Nike or Under Armour must have all visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs) removed or covered, in a manner acceptable to the NFL.
- (e) No manufacturer's logo may be applied to any brand of shoes once they have been spatted.
- (f) Active or inactive players will be allowed to cut windows in a spat to expose Nike or Under Armour manufacturers' logos only, in a manner acceptable to the NFL.

**Note:** For competitive purposes, Kickers and Punters may wear their shoe of choice, but all footwear must meet NFL approval.

<b>Club Must</b>	
1) Designate <b>black or white</b> as their base shoe color	
<b>Black</b>	<b>White</b>
all black	all white
black w/white	white w/black
2) Designate a <b>primary team color</b>	
black w/primary team color	white w/primary team color
black w/white & primary team color	white w/black & primary team color
3) Designate a <b>secondary team color</b> , if applicable	
black/w secondary team color	white w/secondary team color
black w/white & secondary team color	white w/black & secondary team color
black w/primary & secondary team color	white w/primary & secondary team color
black w/white, primary & secondary team color	white w/black, primary & secondary team color
4) Designate a <b>tertiary team color</b> , if applicable	
black w/tertiary team color	white w/tertiary team color
black w/white & tertiary team color	white w/black & tertiary team color
black w/primary & tertiary team color	white w/primary & tertiary team color
black w/white, primary & tertiary team color	white w/black, primary & tertiary team color
black w/primary, secondary & tertiary team color	white w/primary, secondary & tertiary team color
black w/white, primary, secondary & tertiary team color	white w/black, primary, secondary & tertiary team color

- Designated primary, secondary, and tertiary colors must be Constitutional team colors
- Black and white must be dominant in the order stated for each selection above (e.g., black w/white is black dominant)
- The color preferences must be dominant in the order selected (e.g., primary color is dominant over secondary color in quantity used except in the case of primary and secondary colors which may be equal to one another)
- Silver and gold are not neutral
- Gray and tan are not interchangeable w/silver and gold
- Shoes may not be solid color unless black or white

## 5. Helmets

### Game Day and Club Game-Related Events

- No manufacturer is authorized to display exterior branding on helmets.
- All brand identification on helmets must be removed or covered at all times. This includes chin straps and front and rear panels.
- Chin straps and front and rear bumpers must be only white in color.

. **Player Gloves**

Game Day and Club Game-Related Events

- (a) All active or inactive player gloves must conform to the NFL Uniform Code Policy.
- (b) Nike and Under Armour are the only manufacturers authorized to display exterior branding on player gloves.
- (c) Active or inactive players that choose to wear gloves other than Nike or Under Armour must have all visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs) removed or covered.

**7. Wristbands**

Game Day and Club Game-Related Events

- (a) All active or inactive player wristbands must be solid white or black only, and must not bear any visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs).

. **Thermal Wear/Compression Wear/Undershirts**

Game Day and Club Game-Related Events

- (a) Nike is the only manufacturer authorized to display exterior branding on thermal wear/compression wear/undershirts.
- (b) Active or inactive players that choose to wear thermal wear/compression wear/undershirts other than Nike must have all visible third party (e.g., manufacturer) names, logos, brands, or other commercial identification (e.g., proprietary designs) removed or covered.

Each team Equipment Manager will receive a full list of approved On Field Apparel prior to August 1, 2014.

**C. Miscellaneous Uniform Areas**

- (1) **Helmet Labels** — Clubs should make sure that clear (not white) use-of-the-helmet warning labels are attached to the right rear of all football helmets. Equipment Managers should make sure they are attached, and players are instructed through playbook insertions and locker room signs not to remove the labels under any circumstances.

The NFL shield logo must be placed on the left rear of all helmets. Please contact the NFL Game Operations department if you need additional shield labels or helmet warning labels.

- (2) **Jersey Numbering System** — All players must wear numerals on their jerseys in accordance with Rule 5, Section 1, Article 2 of the Official Playing Rules, and such numerals must be by playing position, as follows:

- |                                              |                     |
|----------------------------------------------|---------------------|
| (a) quarterbacks, punters, and placekickers: | 1 - 19              |
| (b) running backs and defensive backs:       | 20 - 49             |
| (c) centers:                                 | 50 - 79             |
| (d) offensive guards and tackles:            | 60 - 79             |
| (e) wide receivers:                          | 10 - 19 and 80 - 89 |
| (f) tight ends and H-backs:                  | 40 - 49 and 80 - 89 |
| (g) defensive linemen:                       | 50 - 79 and 90 - 99 |
| (h) linebackers                              | 50 - 59 and 90 - 99 |

If a player changes his position during his playing career in the NFL and such change moves him from a position as an ineligible pass receiver to that of an eligible pass receiver, or from a position as an eligible pass receiver to that of an ineligible pass receiver, he must be issued an appropriate new jersey number. A change in jersey numeral is not required if the change is from an ineligible position to another ineligible position, or from an eligible position to another eligible position, provided that the player has participated at least one season at his position prior to the change.

Any request to wear a number for a special position not specified above must be made to the Commissioner.

During the preseason period when playing rosters are larger, the League will allow duplication and other temporary deviations from the numbering scheme specified above, but the rule must be adhered to by all players during the regular season and postseason. Clubs must make numerals available to adhere to the rule, even if it requires putting back into circulation a numeral that has been retired or withheld for other reasons.

For competitive reasons, no player may change his uniform number once the regular season begins. Special exceptions to this rule may be considered by the NFL Game Operations department depending on the circumstances (e.g., player traded to another team).

For marketing reasons, no player may change his uniform number prior to the start of the regular season without prior written authorization from the League office.

Please note that during the preseason, regular season, and postseason, clubs must request any deviation from the Jersey Numbering System necessitated by any unforeseen or unusual circumstances. Non-adherence to the Jersey Numbering System without prior notification and permission from the NFL Game Operations department may result in club or individual fines.

(3) **Captains' Patch Rules**

1. Captains must be reported to the NFL office by the Wednesday preceding the first regular season game.
2. Captains' patches may not be worn during offseason workouts, training camp, and preseason games.
3. A player accumulates status/stars at a specific club and may not transfer his status/stars to another club.
4. The Captain's patch is to be worn on the wearer's right chest.
5. The club must use the Captain's patch in the colors designated by the NFL.
6. Clubs not wearing the patch in the regular season may request to wear the patch in the postseason.
7. No more than six (6) Captains may be designated by a club.
8. Captains wearing patches must be designated for the entire season or at least eight (8) regular season games. Captains that rotate weekly are not eligible to wear the patch.
9. If a Captain is placed on Reserve/Injured, a replacement may be selected. The NFL must be notified of any such changes.
10. A captain placed on Reserve/Injured will maintain his designation as long as he was active with the designation for one (1) regular season game.
11. Equipment Managers are responsible for the Captain's patch inventory and are not permitted to affix the Captain's patch to any jersey other than one to be used in a game.



### **Enforcement of Uniform and On Field Policies**

The League will strictly enforce the Uniform and Equipment Rules and On Field Policies. The following procedures will apply:

1. Each team will designate one staff member (preferably an assistant coach or a high-level executive) to be its contact with uniform inspectors on policies governing uniforms and On Field Apparel. Teams must notify the League office who their designee will be no later than July 30.
2. The team designee must meet with a designated uniform inspector one-half hour before kickoff at the 50-yard line in the designee's team bench area. The designated uniform inspector will inform the team designee of any equipment, uniform, or On Field Apparel violations.
3. Team designees are responsible for reporting violations to their respective head coaches. The team then must inform involved players of equipment, uniform, and On Field Apparel violations.
4. Before kickoff, team designees are responsible for bringing violators to the uniform inspector for clearance in front of their bench areas. If violations are not corrected, player(s) will not be permitted to enter the game.
5. During the game, any player in view of the stadium audience who is in violation of the equipment and uniform rules will be reported to the team designee, who is responsible for correcting the violation during the next change of possession or other appropriate stoppage. The player will not be allowed to return to game action until the violation is corrected.
6. Players who violate the On Field Policy in view of the stadium audience after the game has started will be subject to League discipline, with a first offense resulting in a fine.
7. Players whose equipment or uniform violations are not detected by uniform inspectors, who repeat violations on the same game day after having been corrected earlier, or who participate in the game despite not having corrected a violation when instructed to do so, are subject to League discipline. First offenses will result in fines.
8. All points of a chin strap, whether there are two points or four points, must be fastened to the helmet prior to the snap. Though it is recognized that a strap may unfasten during the play, players who do not have their chin straps fastened prior to the snap will be subject to a substantial fine. In order to insure that players are in compliance with this rule, on-field Game Officials, uniform inspectors on the sidelines, and game observers in the press box will record instances in which players are observed participating in game action with their chin straps not fastened or improperly fastened. In addition, individuals who monitor telecasts of NFL games at the League's command center in New York will log instances of violations.

9. Players who violate the On Field Policy at their club's official mandatory minicamps, official preseason training camps, or practice sessions will be subject to League discipline, with a first offense potentially resulting in a fine.

A complete list of uniform and equipment rules can be found in Rule 5, Section 4 of the 2014 Playing Rules of the National Football League (NFL Rule Book).

## Cooperation with News Media

Cooperation with the news media is **essential to the popularity and prosperity of our game and its players.**

You are obligated as a professional to **be available to the media on a regular and consistent basis** during scheduled media times. Please recognize that each member of the media, like you, has a job to perform and deserves respect. In these challenging times **everyone in the NFL must do more to promote the game to our fans.**

The requirement to cooperate is in **your Collective Bargaining Agreement** and **your NFL Player Contract**, Paragraph 4 of which reads: "Player will cooperate with the news media, and will participate upon request in reasonable activities to promote the Club and the League."

Each NFL club is instructed to remind players of this obligation under their contract and club and League policies. **Violations of the NFL Media Relations Policy may result in fines for each incident, escalating for repeat violators.** Failure to adhere to the requirements will cast you and your organization in a negative light with fans.

Your club's public relations staff will assist in your dealings with the media. These professionals will arrange appointments that serve your best interests and give you appropriate advice. They will ensure that you are properly trained to deal with the media. Please **work closely with your Public Relations department.**

**Your professional obligation to the media is to be available during designated times of the week.** During the normal practice week, your club's locker room will be open to the media four times (Monday, Wednesday, Thursday, and Friday) for a minimum of 45 minutes per day. Following games, the locker room will remain closed for 10-12 minutes before opening to all members of the media, including women. **You must be available during these designated times.** In order to afford you reasonable privacy, your team will screen off the shower area in your locker room and provide you with wrap-around towels or other appropriate clothing. Harassment of reporters in any form, including sexual or physical harassment, is grounds for discipline.

Selected players will be asked each week to spend time after practice on Friday or Saturday with the announcers from **the network televising your game.** Our network television partners also need to interview players each week for their pregame shows. In addition, one player on your team each week will be requested to speak to a group of reporters in the city of your upcoming opponent by **telephone conference call.** These are opportunities to provide positive information about you and your team to influential members of the media. **Your cooperation is expected.**

The growth of social media has created important new ways to communicate and connect with fans. When used responsibly in compliance with League and club policy – prohibited on game day, including halftime, beginning 90 minutes before kickoff until after your postgame media obligations are fulfilled – social media can effectively promote our game and provide valuable insight to fans.

**Keep in mind that the information or views you post on social media are always "on the record."**

Remember to:

- Work closely with your club's Public Relations department.
- Present yourself to the media in a professional manner. They are a direct link to the fans that support our game.
- Be available to the media on a regular and consistent basis during scheduled media times:
  - Four times during normal practice week (Monday, Wednesday, Thursday, and Friday).
  - Following each game in the locker room or interview area.
- Be available to the network televising your game, upon request, to spend time after practice on Friday or Saturday with the announcers.
- Think carefully when using social media. You are accountable to yourself, your team, and the NFL when commenting in this environment. You are always "on the record."

The media connects you with fans. That is why it is important that you **present yourself to the media in a professional manner**. The use of abusive, insulting, obscene, or profane language or gestures is strictly prohibited and will subject offenders to discipline.

Cooperating with the news media is **part of your job**. Take advantage by making it work in the best interests of you and your team.

## Player Roles in Community Relations

The National Football League, its teams, and players have a long tradition of **supporting the communities** in which they live. We encourage you to follow in the footsteps of Charles Tillman, Jason Witten, the late Walter Payton, and many others by supporting **the important tradition of NFL player community service.**

Every NFL club has a **Community Relations staff** that coordinates the team's charitable activities. You should meet with those professionals to discuss your goals. Are there causes in which you would like to get involved or be a spokesman? Are there organizations that you already support or with which you'd like to become involved? **Meet with your club's Community Relations department** to discuss how you can contribute.

Your day off during the season is usually on Tuesday. The NFL supports an initiative with the clubs called **"NFL Tuesdays"** in which players dedicate a portion of their day off to community activities. The NFL and its players are very proud of the statement this makes about community service.

Another key program is the **"NFL/United Way Hometown Huddle,"** a Tuesday in October when every team performs a community service project tied to youth health and wellness. You are encouraged to join your teammates, coaches, and club staff in this celebration of volunteerism.

A cause the NFL actively supports is its **PLAY 60** initiative focused on getting kids physically active for at least 60 minutes per day. The league focuses on PLAY 60 throughout the year, and especially during the Thanksgiving weekend, making the holiday a celebration of football, family, and fitness. PLAY 60 will be a theme in many of your NFL Tuesday appearances, giving you an opportunity to lead gym classes and speak to kids about the importance of exercise and proper nutrition.

In October, the NFL supports **Breast Cancer** awareness and prevention through its **"A Crucial Catch"** campaign. Visible elements include on field pink ribbon stencils, pink apparel for players and coaches, and in-stadium banners. The importance of annual breast cancer screenings is the primary message, with all money raised benefitting the **American Cancer Society.**

**Military Appreciation** is also an important focus. Through its **"Salute to Service"** campaign the NFL organizes annual trips overseas for players and coaches with the USO, while teams show their support for our troops with Veterans Day activities each November. With its annual **Salute to Service Award**, the NFL seeks to recognize excellence in appreciation of military service carried out by NFL coaches, players, and staff.

Through its annual **Walter Payton NFL Man of the Year Award**, the NFL seeks to recognize the extraordinary community and philanthropic efforts of its players across the league. Presented annually since 1970, this distinguished award is granted to the player who demonstrates outstanding contributions to society off-the-field while handling himself in an exemplary fashion in uniform.

The National Football League serves as a leader in philanthropy and supports both current and former NFL players in their charitable endeavors through several grant initiatives.

**The NFL Foundation** is a nonprofit organization created by the NFL clubs to award charitable grants to worthwhile causes on a national scale. Through its **Player Foundation Grants**, the NFL Foundation supports current and former NFL players who establish nonprofit foundations. The NFL Foundation is also devoted to providing current and former NFL players with opportunities to support football in your communities. Through the **NFL Player Football Camp Grant program**, you are eligible to receive up to \$4,000 for your free, non-contact youth football camps. NFL players who make financial contributions to youth and/or high school football programs may also apply for **NFL Player Matching Grants** of up to \$5,000 for capital improvements toward those football programs. Finally, NFL players may honor their former high school football coach by nominating him for the **Don Shula NFL High School Coach of the Year Award**.



## Personal Conduct Policy

All persons associated with the NFL are required to avoid “conduct detrimental to the integrity of and public confidence in the National Football League.” This requirement applies to players, coaches, other team employees, owners, game officials and all others privileged to work in the National Football League.

For many years, it has been well understood that rules promoting lawful, ethical, and responsible conduct serve the interests of the League, its players, and fans. Illegal or irresponsible conduct does more than simply tarnish the offender. It puts innocent people at risk, sullies the reputation of others involved in the game, and undermines public respect and support for the NFL.

### **Standard of Conduct:**

While criminal activity is clearly outside the scope of permissible conduct, and persons who engage in criminal activity will be subject to discipline, the standard of conduct for persons employed in the NFL is considerably higher. It is not enough simply to avoid being found guilty of a crime. Instead, as an employee of the NFL or a member club, you are held to a higher standard and expected to conduct yourself in a way that is responsible, promotes the values upon which the League is based, and is lawful.

Persons who fail to live up to this standard of conduct are guilty of conduct detrimental and subject to discipline, even where the conduct itself does not result in conviction of a crime. Discipline may be imposed in any of the following circumstances:

- Criminal offenses including, but not limited to, those involving: the use or threat of violence; domestic violence and other forms of partner abuse; theft and other property crimes; sex offenses; obstruction or resisting arrest; disorderly conduct; fraud; racketeering; and money laundering;
- Criminal offenses relating to steroids and prohibited substances, or substances of abuse;
- Violent or threatening behavior among employees, whether in or outside the workplace;
- Possession of a gun or other weapon in any workplace setting, including but not limited to stadiums, team facilities, training camp, locker rooms, team planes, buses, parking lots, etc., or unlawful possession of a weapon outside of the workplace;
- Conduct that imposes inherent danger to the safety and well being of another person; and
- Conduct that undermines or puts at risk the integrity and reputation of the NFL, NFL clubs, or NFL players.

### **Evaluation, Counseling and Treatment:**

Apart from any disciplinary action, persons arrested, charged or otherwise appearing to have engaged in conduct prohibited under this policy generally will be required to undergo a formal clinical evaluation. Based on the results of that evaluation, the person may be encouraged or

*Effective: June 1, 2014*

required to participate in an education program, counseling or other treatment deemed appropriate by health professionals. The evaluation and any resulting counseling or treatment are designed to provide assistance and are not considered discipline; however, the failure to comply with this portion of the Policy shall itself constitute a separate and independent basis for discipline.

**Discipline:**

Upon learning of conduct that may give rise to discipline, the League may initiate an investigation to include interviews and information gathering from medical, law enforcement, and other relevant professionals. On matters involving NFL players, the League will timely advise the NFLPA of the investigation and outcome. As appropriate, the employee will also have the opportunity, represented by counsel and/or a union official, to address the conduct at issue. Upon conclusion of the investigation, the Commissioner will have full authority to impose discipline as warranted.

Discipline may take the form of fines, suspension, or banishment from the League and may include a probationary period and conditions that must be satisfied prior to or following reinstatement. The specifics of the disciplinary response will be based on the nature of the incident, the actual or threatened risk to the participant and others, any prior or additional misconduct (whether or not criminal charges were filed), and other relevant factors.

Unless the available facts clearly indicate egregious circumstances, significant bodily harm or risk to third parties, or an immediate and substantial risk to the integrity and reputation of the NFL, a first offense generally will not result in discipline until there has been a disposition of the proceeding (or until the investigation is complete in the case of noncriminal misconduct).

With respect to repeat offenders, the Commissioner may impose discipline on an enhanced and/or expedited basis. In such cases, the timing and nature of the discipline will be determined by the Commissioner based on several factors including but not limited to: the severity of the initial charge and later charge; the facts underlying the later charge; the length of time between the initial offense and later charge; and the player or employee's compliance with counseling and other programs. Following a full investigation and/or resolution of the proceedings, the Commissioner will review the matter and make any appropriate adjustments.

**Hearing Rights:**

Following the imposition of discipline, the affected person will have the right to appeal the decision. (For players, the disciplinary decision must be appealed within three (3) business days.) Persons filing an appeal shall be entitled to a prompt hearing pursuant to Article 46 of the Collective Bargaining Agreement and the NFL Constitution and Bylaws, to be conducted by the Commissioner or his designee. In cases involving players, the NFLPA will be entitled to participate in the hearing.

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**Reinstatement:**

Any person suspended indefinitely or for at least one year may seek reinstatement beginning one month prior to the one-year anniversary of the suspension. As part of his consideration of the application for reinstatement from a player, the Commissioner will seek the views of the NFLPA and may consult medical, law enforcement, and other relevant professionals.

**Other Provisions:**

Covered Persons – This policy applies to all players under contract; all coaches; all game officials; all full-time employees of the NFL, NFL clubs, and all NFL-related entities; all rookie players once they are selected in the NFL college draft; and all undrafted rookie players, unsigned veterans who were under contract in the prior League Year, and other prospective employees once they commence negotiations with a club concerning employment. Clubs are strongly encouraged to communicate this policy to independent contractors and consultants and to make clear that violations of this policy will be grounds for terminating a business relationship.

“Disposition of a Criminal Proceeding” – includes an adjudication of guilt or admission to a criminal violation; a plea to a lesser included offense; a plea of nolo contendere or no contest; or the disposition of the proceeding through a diversionary program, deferred adjudication, disposition of supervision, conditional dismissal or similar arrangements.

“Probationary Period” – Persons found to have violated this policy may be placed on a period of probation as determined by the Commissioner. During such period, restrictions on certain activities, limitations on participation in Club activities, or other conditions may be imposed.

Repeat Offenders – Persons who have had previous violations of law or of this policy may be considered repeat offenders. When appropriate, conduct occurring prior to the person’s association with the League will be considered.

Reporting of Incidents – The League must be advised promptly of any incident that may be a violation of this policy, and particularly when any conduct results in an arrest or other criminal charge. Players and club employees must report any such incident to the club, which must then report it to NFL Security at (800) NFL-1099. Failure to report an incident will constitute conduct detrimental and will be taken into consideration in making disciplinary determination under this policy. Clubs are also required to report incidents that come to their attention.

Assistance – Players and employees are encouraged to consult with your Club’s Director of Player Engagement or with the NFL’s Player Engagement department to obtain access to educational, counseling, and other programs and resources that will help in avoiding misconduct that may result in discipline.

*Effective: June 1, 2014*



## THE NFL'S ONGOING COMMITMENT TO *Excellence in Workplace Conduct:* SEXUAL HARASSMENT

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

### Our Objectives

- Provide a clear definition of sexual harassment and detailed examples of illegal and inappropriate behavior
- Make sure that each and every member of the NFL fully understands that sexual harassment and discrimination are against the law
- Build league-wide awareness of the NFL's policies regarding sexual harassment and other discrimination
- Provide clear and acceptable workplace behavior guidelines for all NFL employees
- Explain how, when and where to report sexual harassment

### THE NFL COMMITMENT

*"Each of us must fully understand just how powerful an impact our own personal behavior can have on those we work with; and why the individual decisions we make within our workplace must be good ones. It is not enough to stand behind the strong values of the NFL; we must stand for them."*

— NFL Commissioner, **Roger Goodell**

### 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.
- Set high standards for both your professional and personal conduct.
- Align your personal standards with the same high standards we all share within the NFL and take personal responsibility for your own behavior. Whether on the field, in our communities, online, in the media and while interacting with fans — each of us represents the NFL at all times.
- Read, understand and follow the NFL and your team's policies on sexual harassment and discrimination.
- Report incidents of inappropriate sexual behavior.
- If you see others engaging in misconduct, let them know that you find it offensive and ask them to stop.
- Be an example — represent the NFL in everything you do.

### What is Sexual Harassment?

*There are Two Main Types of Sexual Harassment:*

#### Quid Pro Quo

*This can also be described as "You give me this; and I will give you that." Quid Pro Quo sexual harassment is about misusing the perceived or actual power and authority one individual has over another.*

- You cannot ask or even hint to a subordinate that he or she should have any type of sexual relationship with you in order to receive a raise, a job perk, a favorable review, get a promotion or preferential treatment.
- Nor can you ask someone to have any type of sexual relationship with you in order to avoid losing job benefits. This can include pressuring someone for dates or to spend personal time with you as a condition of employment.
- It is illegal sexual harassment to make a sexual proposition in exchange for not taking a negative job action even if the firing or demotion never occurs. The threat, alone, is enough to violate the law.

#### Hostile Work Environment

*This second type of sexual harassment is described as any unwelcome sexual conduct, whether of a verbal or physical nature, which interferes with an employee's work performance or creates an intimidating, hostile or offensive environment.*

A consensual sexual affair between two employees or a superior and subordinate can also create a hostile work environment if the existence of the affair creates a sexual climate within the workplace and interferes with others being able to perform their respective jobs. Your team may have a fraternization policy. If so, please review it.

**REMEMBER:** the guidelines regarding acceptable personal conduct while interacting with your co-workers in the workplace may be vastly different from your own dating and social interaction patterns. When someone says no to you in the workplace it means just that. Continuing to pursue someone within the workplace when the advances are unwelcome and unwanted is sexual harassment.

## Examples of Sexual Harassment

### Sexual Harassment Can Consist of; But is Not Limited to:

- **Unwanted Sexual Advances and Unwelcome Requests for Sexual Favors**, whether or not they are accompanied by promises or threats that appear to be an explicit or implicit condition of employment.
- **Unwelcome Physical Contact** such as unwanted touching, pinching, kissing, hugging or deliberate bumping or brushing against another's body.
- **Sexual Jokes, Sexual Comments and Sexual Antics** Any jokes, comments or pranks of a sexual nature as in giving another employee a sexual gag gift or having entertainment of a sexual nature take place to celebrate an employee's birthday, etc.
- **Sexual Generalizations and Sexual Put-downs** Demeaning or hostile comments based on gender, including sexually degrading words or phrases or referring to a co-worker as a sexual being or commenting on his or her physical looks in a sexual manner.
- **Pornographic or Suggestive Literature and Language** Pornography of any kind including magazines, graphic material, drawings or any sexual literature pinned up on bulletin boards, lockers, taped over someone's desk, in cubicles, hung in work areas or sent digitally to co-workers via interoffice mail, email, fax, social media or voicemail are unacceptable and out of place in the workplace. Any artwork, posters, photos, videos, screen savers, cartoons or written statements of a sexual nature are unacceptable.
- **Out of Bounds Compliments** Keep in mind that you must always be sensitive to what another person's own definition of an unwanted sexual advance may be. A sexual comment or remark regarding someone's body or looks likely may not be a compliment.
- **The Soured Relationship** The minute a relationship or affair between co-workers is unwanted by one of the employees, it is no longer consensual. If one of the employees continues to pursue the other, it is unwanted and of a sexual nature and could rise to the level of sexual harassment.

## Who Can Experience Sexual Harassment?

Sexual harassment can happen to anyone, although it most commonly occurs to women. Approximately 80% of claims come from women but there are incidents of women harassing men as well as same-sex harassment. Sexual harassment is about power and inappropriate sexual behavior not about someone's gender or sexual orientation.

It is not a defense that someone was "asking for it" because of the way he or she looks; dresses or because of his or her job within the organization.

## What Constitutes the Workplace?

The workplace is not just the building in which we work. Sexual harassment often occurs outside the office and can happen anywhere that those who are affiliated with the NFL are present. In fact, inappropriate sexual behavior can be secretive and often happens behind closed doors or through telephone calls, texting and email. Sexual harassment can take place on the field, in a plane or car, in the locker room, on the phone, through a text message, at the stadium, at a meeting or official team 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's steadfast commitment to promoting fairness in all we do extends to upholding the rules and regulations found within the NFL's policy on sexual harassment.*

*We are dedicated to providing a positive, harassment-free environment for everyone who is associated with the NFL. Your help and personal commitment are essential to this goal.*

*All of us need to understand what sexual harassment is; what it isn't; and what we all must do to make sure that it doesn't occur within the NFL.*

— **Adolpho Birch**, NFL Sr. VP of Law,  
Labor Policy & Player Development

## Retaliation and False Claims

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 policy.

If anyone knowingly and willfully files a false claim, they will be subjected to the same disciplinary action given to those who engage in unlawful sexual harassment.

## Reporting Sexual Harassment

Reports of sexual harassment should be directed to Human Resources or your General Manager.

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

Don't investigate sexual harassment on your own. Investigations should only be conducted by those designated to handle them in the proper way.

Don't say that you don't want anything to be done about it. Every supervisor or member of management has a legal responsibility to report any complaints to HR or senior management.



THE NFL'S ONGOING COMMITMENT TO

## Excellence in Workplace Conduct:

### 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 (800) 372-5535, your coach or human resources department, or to NFL Security at (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. 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.

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## **Guns and Weapons Policy**

(This policy applies to all employees of the NFL and its member clubs, including players.)

**Prohibitions.** Whether possessed legally or illegally, guns and other weapons of any kind are dangerous. You and your family can easily be the losers if you carry or keep these items in your home. You must not possess these weapons while traveling on League-related business or whenever you are on the premises of the following:

- A facility owned, operated, or being used by an NFL club (for example, training camp, dormitory, locker room, workout site, parking area, team bus, team plane, team hotel/motel);
- A stadium or any other venue being used for an NFL event (for example, a game, practice, or promotion);
- A facility owned or operated by the NFL or any League company;
- A few states have decriminalized the storage of firearms in vehicles under certain conditions. Be advised that such laws do not affect League policy.

Put simply, the League, the Players Association, and law enforcement authorities urge you to recognize that you must not possess a gun or other weapon at any time you are performing any service for your team or the NFL.

**Legal Possession.** In some circumstances, such as for sport or protection, you may legally possess a firearm or other weapon. If you choose to own a gun, the NFL strongly encourages you to do so lawfully and responsibly by seeking out appropriate firearms training and ensuring that the weapon is securely stored in your home. Failure to do so could result in dangerous situations and legal difficulties. Gun laws are not only strict, but they also vary from state-to-state, so education and awareness are key. Any weapon, particularly a firearm, is dangerous—especially when it is in a vehicle or within reach of children, or around others who are not properly trained in its use.

**Understanding the Law.** If you legally possess a weapon, you must understand the local, state, and federal laws that apply. The NFL Security Representative in your area will help you get information about these laws. You should be aware that if you take a weapon from one place to another—for example, across state lines—a different set of laws may apply in the new place.

**Discipline.** If you violate this policy on guns and other weapons, you are subject to discipline, including suspension from playing. If you violate a public law covering weapons—for example, possession of an unlicensed firearm—you are not only subject to discipline, including suspension from playing, but also subject to criminal prosecution.

Remember, be careful and understand the risks.

## **Commercial Substances Policies and Endorsements**

### **Alcohol and Tobacco**

In addition to the information on alcohol in the NFL Substances of Abuse Policy, you should be aware of the following League policy:

NFL players, coaches, and other employees must not endorse or appear in advertisements for alcoholic beverages (including beer) or tobacco products.

While fully recognizing that the use of alcohol and tobacco is legal, the NFL nevertheless has long been of the view that participation in ads for such substances by its employees may have a detrimental effect on the great number of young fans who follow our game. In particular, endorsements or other close identification of NFL players with alcohol or tobacco could convey the erroneous impression that the use of such products is conducive to the development of athletic prowess, has contributed to their success, or at least has not hindered them in their performance.

For the above reasons, players and other club and League employees (including game officials) must not use alcohol or tobacco products while in the playing field area or while being interviewed on television.

Further, NFL policy prohibits the use or presence of alcoholic beverages, including beer, in club locker rooms at any time during the preseason, regular season, or postseason, including during the practice week and on game day.

## **Dietary and Nutritional Supplement Endorsements**

In addition to the information on Prohibited Substances contained in the NFL's Policy on Anabolic Steroids and Related Substances, players are advised that the League policy prohibits NFL players from entering into or maintaining any endorsement or other relationship with a company that produces, manufactures, or distributes a Prohibited Substance listed in Appendix A of the NFL's Policy on Anabolic Steroids and Related Substances. (Additional memoranda concerning this prohibition are posted in your Club's locker room.)

Moreover, you are reminded that when entering into any type of endorsement arrangement, you should consider using a cancellation clause similar to the one found on page 51. Such clauses can offer you protection in the event that an arrangement conflicts with League policy.

## **Pharmaceuticals/Prescription Medications**

As of January 2003, NFL Players and Clubs are permitted to enter into relationships with certain pharmaceutical companies to promote certain products. Such arrangements, however, are subject to the following restrictions:

Players may only endorse certain types of medications from approved companies such as those for allergies, cholesterol reduction, hair growth, and dermatological conditions. For a specific list of permitted categories, you should consult with the Players Association or NFL Management Council;

Under no circumstances are players allowed to appear in uniform or otherwise be identified with the NFL or a Club; and

The contractual agreement must contain an indemnification clause and other provisions that the Management Council considers sufficient to protect you and the League.

To ensure compliance with the Policy and thereby avoid discipline, players considering endorsing a pharmaceutical product should get prior approval from the NFL Management Council.



## **Recommended "Cancellation Clause" For Use in Player Appearance/ Endorsement Contracts**

- The League Policies contain the following model "cancellation clause" which was developed by the League at the request of players and their representatives:

*The parties to this agreement acknowledge that a condition of Player's performance of the obligations set forth herein is that such performance will not require Player to violate NFL policies regarding gambling, association with gambling activities, or other conduct detrimental to the League or professional football. The parties agree that in the event that the Commissioner of the NFL or his designee judges that Player's performance of this agreement has violated or would violate such policies, Player is excused from further performance of this agreement and, if and as applicable, his compensation under this agreement shall be adjusted proportionately.*

*It provides a basis for a player to be excused from performing a contract if the performance would amount to conduct detrimental to the League or professional football.*

- The clause can be used in appearance and endorsement contracts.
- Use of "cancellation clause" is not mandatory.
- Use of "cancellation clause" depends on each contract's circumstances.
- Players' representative should review all contracts and devise a "cancellation clause" when appropriate.

## NFL Gambling Policy

The NFL opposes all forms of illegal gambling, as well as legal betting on NFL games or other professional, college or Olympic sports. Such activity negatively affects the interests, welfare and integrity of the NFL, its games, Clubs, players and coaches, and diminishes public confidence in legitimate sport. Equally important, even social gambling among co-workers can lead to discord, violence and a loss of team cohesion.

The following NFL Gambling Policy applies to all NFL Personnel and is intended clearly to define permissible and prohibited activities, and to serve as a guide to promote compliance.

### 1. DEFINITIONS.

As used herein, the following terms shall have the meanings indicated:

**Gambling** – the wagering of money and/or something else of value, on an event with an uncertain outcome with the primary intent of winning additional money and/or thing(s) of value. Generally, gambling involves all three of the following elements:

- **Prize** – Any item of value that is offered to the winner. This could include money, other goods or services and/or any other thing of value, regardless of the amount of such value.
- **Chance** – The “winner” of the prize is uncertain at the time the wager is made (see below). The use or exercise of skill, strategy, and/or knowledge, unless it completely negates the element of chance, does not convert an activity into something other than gambling.
- **Consideration** – In order to receive a chance to win the prize, the participants provide or risk something of value.

Examples of activities that constitute gambling include, but are not limited to, betting on sporting events or other athletic competitions, including placing wagers at sports books and similar establishments; betting on card, dice or video games (including poker, in any of its variations); playing casino games (e.g., slot machines, blackjack, keno, roulette, craps); betting on animal racing or fighting; or participation in “sports pools”.

Gambling includes *commercial gambling* (whether for profit, charity or anything else) that involves third parties (e.g., bookies, dealers, “the house”), as well as *private wagers* between teammates, family or friends, and regardless of whether such wagers are made in a work-related setting (e.g., locker rooms, practice or office facilities, team buses, trains, flights, or hotels) or on personal time. Gambling also includes, without limitation, wagers made in person, via the Internet, over the telephone, or through a third party “surrogate.”

**NFL Personnel** – All players, coaches and other full- and part-time Club and League personnel, including but not limited to team owners, trainers, officials, security personnel, consultants, and other staff.

## 2. GAMBLING ACTIVITIES.

League policy strictly prohibits NFL Personnel from participating in or facilitating any form of illegal gambling. In addition, NFL Personnel are prohibited from engaging in any of the following gambling-related activities, regardless of whether such activities are legal:

- (1) Accepting a bribe or agreeing to throw or fix a game or illegally influence its outcome, statistics or score;
- (2) Failing promptly to report any bribe offer or any attempt to throw or fix a game or to illegally influence its outcome, statistics or score;
- (3) Betting on any NFL game or practice, or any other professional (e.g., NBA, MLB, NHL, PGA, USTA), college (e.g., NCAA basketball), or Olympic sport, including but not limited to wagers related to game outcome, statistics, score, or performance of any individual participant<sup>1</sup>;
- (4) Sharing confidential information regarding any game or any participating individual's status for or performance in any game without authorization or for the purpose of enabling or facilitating gambling;
- (5) Participating in or condoning any form of gambling while in any Club or League setting including, without limitation, locker rooms, practice or office facilities, or while traveling on Club or League business; or
- (6) Entering into, utilizing or otherwise visiting a "sports book" at any time during the NFL playing season.

Attending legally-operated casinos and horse or dog racing tracks and wagering on casino games or races on personal time is not prohibited by this policy. In addition, fantasy football games and League or Club-sponsored skills competitions (e.g., racquetball tournaments, "Club Olympics" events) for prizes generally are not considered to be gambling or a gambling-related activity, provided that there is no wagering on the outcome. NFL Personnel may not, however, accept prizes with a value in excess of Two Hundred Fifty Dollars (\$250) in any fantasy football game. This prohibition is intended to avoid any appearance of impropriety which may result from participation in fantasy football games by individuals perceived to have an unfair advantage due to their preferential access to information.

## 3. GAMBLING ASSOCIATIONS.

League policy prohibits advertising or promotional activities by NFL Personnel that reasonably can be perceived as constituting affiliation with or endorsement of gambling or gambling-related activities including, without limitation, the following:

- (1) Participating in promotional or other public appearances, or agreeing to the use of one's name and/or image to promote, advertise, or publicize casinos, sports books, tout services,

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<sup>1</sup> NFL Players shall remain subject to Paragraph 15 of the NFL Player Contract, which prohibits wagering on NFL games but not other team sports.

gambling cruises, horse or dog racing tracks, state or municipal lotteries, or similar activities;

- (2) Participating in charitable events (e.g., “casino nights”) involving gambling or gambling-related activities, except where all the following conditions are met:
  - (i) The event is not held at, sponsored by, or affiliated in any way with any casino or other gambling-related enterprise;
  - (ii) 100% of the proceeds from the event are donated to a legitimate charity;
  - (iii) No money or other thing of value is wagered by the event participants; and
  - (iv) The NFL Personnel participating in the event donate 100% of anything won (e.g., money, trips) to the applicable charity;
- (3) Participating in promotional activities or other appearances at or in connection with events (e.g., golf tournaments, trading card shows) that are held at or sponsored by casinos or other gambling-related establishments;
- (4) Accepting complimentary rooms or services, or anything of value, from casinos or other gambling-related establishments; and
- (5) Maintaining social, business and/or personal relationships with persons generally known to be professional, problem, and/or sports gamblers, in a manner tending to bring discredit to the NFL.

#### **4. GAMBLING-RELATED ADVERTISING.**

Gambling-related advertising and promotion is prohibited in all environments controlled by or generally associated with the League, Clubs or NFL Personnel, including, without limitation, Club radio, television and internet broadcasts (including pre and post-game shows, coaches shows and Club “magazine” shows); NFL publications, magazines, game programs and other Club publications and web pages; personal web pages and social networking sites, all Club venues including stadium, practice facility, training camp and business office(s); and all other Club promotional programs. This prohibition applies whether a Club or NFL Personnel directly authorizes the advertisements or whether a third party gives authorization. Clubs and NFL Personnel are responsible for monitoring the content of all such advertising and to take the steps necessary to prevent the inclusion of prohibited advertising in their publications, programming and venues through appropriate contractual arrangements.

Gambling-related advertising includes, without limitation:

- (1) Advertising from a casino or other gambling-related enterprise, including without limitation any hotel, riverboat or other facility that houses, facilitates, or operates commercial gambling, even if the content of the advertising does not specifically mention or suggest gambling;
- (2) Advertising from a “sports book”, or from a “tout” service, a line service, or any other “sports information service” whose activities are predominately geared to betting and/or used by bettors; and

- (3) Advertising from a state, municipal, or provincial lottery or an off-track betting organization that offers any betting schemes based, in whole or in part, on real athletic contests, even if the content of the advertising does not specifically mention sports gambling.

**This prohibition on gambling-related advertising is subject to limited exceptions as adopted by the membership in 1993 Resolution BC-2 and 2009 Resolution BV-1, as well as for those activities expressly permitted below.**

The following types of gambling-related advertising are permissible:

- (1) Except with respect to NFL Personnel controlled or associated environments (e.g., personal web pages and social networking sites), general advertising from a state, municipal, or provincial lottery, if the lottery organization does not offer any betting scheme that is based, in whole or in part, on real sporting events and/or performances in them.
- (2) General advertising from licensed, legal horse- or dog-racing tracks, or from state or municipal off-track betting organizations, if they offer no betting schemes based, in whole or in part, on real sporting events (other than horse or dog races) and/or performances in such event(s).
- (3) General advertising in the sovereign name of a Native American Nation, regardless of whether that Native American Nation operates or holds interests in a casino, or a hotel, riverboat or other facility that houses or operates commercial gambling, provided that the content of the advertising does not reference or depict any such facility or mention or suggest gambling.
- (4) Broadcast advertising concerning local, state or national government-conducted referenda or governmental legislation concerning gambling.
- (5) For the 2012 and 2013 NFL seasons only, traditional advertisements for casinos and other state-licensed gambling related establishments within Club-controlled print, radio, and in-stadium signage inventory *only*, subject to the following:
  - (i) The entity being advertised must not have a “sports book” and must not otherwise accept or promote gambling on actual sporting events (other than horse or dog racing as otherwise permitted above). In the case of entities with multiple locations (some of which include a “sports book” or otherwise accept or promote gambling on actual sporting events), the advertisements must clearly and prominently advertise the locations that do not have a “sports book” (and do not otherwise accept or promote gambling on actual sporting events) and not directly or indirectly depict or reference any of the locations that do.
  - (ii) No Club marks or other references to (e.g., “official” or other marketing designations) or depictions of any Club, or any of its players, coaches or other employees may be included in any such advertisements.
  - (iii) The specific programming/publications in which such advertisements run must have an audience reasonably anticipated to be composed of at least 70% individuals 21

years of age or older (as measured by generally accepted measurement services for the relevant media).

- (iv) Advertisements for casinos and other state-licensed gambling related establishments remain prohibited within Club-controlled television programming (e.g., local pre-season game telecasts, coaches' shows) or digital media properties (e.g., club websites or social media pages).
- (v) All advertisements must include a prominent "responsible gambling" message.
- (vi) Advertisements must not include any gambling "call to action" (e.g., "come out and win big") or depict individuals engaged in gambling activities (e.g., individuals sitting at a roulette table).
- (vii) All in-stadium signage for casinos or other gambling-related establishments must be limited to the upper bowl or interior concourses only. Signage on or adjacent to the "Jumbotron", scoreboard, or other in-stadium video display is not permissible.
- (viii) All advertisers must agree to support the League's efforts to prevent NFL Personnel from gambling on sports by contributing to the League or its designee an amount equal to five percent (5%) of the total amount being paid by the advertiser to the applicable Club for the advertising purchased in the relevant NFL season. These contributions will be used to fund the League's gambling education and other related programs.
- (ix) Clubs are required to maintain and submit to the League Office an annual summary of all gambling-related advertising run in club-controlled inventory during the 2012 and 2013 NFL seasons.

To the extent advertising from gambling-related establishments is permitted hereunder, it is limited to only general advertising. Except as otherwise expressly permitted under 2009 Resolution BV-1 with respect to state and municipal lotteries, Clubs and NFL Personnel are not permitted to enter in sponsorships with these organizations or any other type of promotional program that suggests an affiliation with or endorsement of these organizations by Clubs or NFL Personnel. Examples of promotional activities involving gambling-related enterprises that remain **PROHIBITED** under this policy are:

- (1) The use of Club names, logos or colors in advertisements for these organizations;
- (2) The sponsorship by these organizations of games, game-related events or other Club-related events;
- (3) Conduct by these organizations of day-of-game promotions (e.g., consumer sweepstakes, premium give-aways) on stadium grounds or the distribution at games of products or materials promoting these organizations or their activities (other than general ads in game magazines);
- (4) Sale of programming segment sponsorships or other media enhancements to these organizations within permissible media distributions (e.g., the "Bally's Halftime Show");

- (5) Sale of “naming rights” (e.g., to stadium gates, seating sections, lounges, or other in-stadium areas) to these organizations (for the avoidance of doubt, this does not preclude the sale of naming rights in the sovereign name of a Native American Nation); and
- (6) Use of season ticket holder lists (directly or indirectly) for direct marketing by these organizations.

**5. GAMBLING-RELATED ENTERPRISES.**

NFL Personnel shall not work for, own or operate, in whole or in part, directly or indirectly, individually or through any business organization, any casino (whether or not such casino operates a “sports book” or otherwise accepts wagering on sports), or other gambling-related enterprise, including, without limitation, any “on-line,” computer-based, telephone, or Internet gambling service, card rooms, lotteries, slot machine operations, horse or dog racing tracks, off-track betting services, as well as advisory services such as publications, “tout services,” and the like, whether or not such services address professional football or any other team sport.

In the case of privately held enterprises conducting multiple lines of business, an enterprise shall be considered a “gambling-related enterprise” for purposes of this policy if any of its businesses are gambling-related. A publicly traded enterprise shall be considered a “gambling-related enterprise” for purposes of this policy if one-third or more of the enterprise’s gross revenues or operating profit in any of the last three years is attributable to gambling-related operations.

NFL Personnel may own interests in publicly-traded enterprises where less than one-third of the enterprise’s gross revenues or operating profit in any of the last three years is attributable to gambling-related operations, so long as the NFL Personnel does not own more than 5 percent of the company’s stock and does not serve as an officer or director of the company.

**6. REPORTING OBLIGATION.**

Any NFL Personnel who incurs gambling debts above \$10,000 to any person(s) or gambling-related enterprise(s) shall promptly report such fact to the NFL Security Department at (800) NFL-1099.

**7. RELATED POLICIES.**

Clubs and other NFL-related entities subject to this NFL Gambling Policy may elect to adopt and enforce additional and/or supplemental gambling-related policies; provided that this NFL Gambling Policy sets forth the minimum applicable standards in the areas addressed and may not be modified or altered without the express approval of the Commissioner. In the event of any conflict or inconsistency between this NFL Gambling Policy and any less restrictive provisions of any such additional or supplemental policy, the provisions of this NFL Gambling Policy shall govern.

**8. VIOLATIONS.**

Apparent or alleged violations of this NFL Gambling Policy by NFL Personnel will continue to be decided by the Commissioner or his designee on a case-by-case basis. Violations of this policy constitute conduct detrimental to the League and will subject the involved Club and/or person(s) to appropriate disciplinary action by the Commissioner. Such disciplinary action may include, without limitation, severe penalties, up to and including a fine, termination of employment and/or banishment from the NFL for life.



## **Ticket Scalping**

The sale of a ticket at a price higher than face value is commonly known as scalping. Scalping of tickets to any NFL game—preseason, regular season, postseason—or to any NFL event, by persons (or clubs) within the League is conduct detrimental and may result in disciplinary action against the violator.

Scalping is at the very least unethical behavior, and in some cases it is against the law. Scalping suggests a desire to profit personally and perhaps illicitly on the coattails of the League's popularity. Such conduct will not be tolerated.

NFL policy prohibits scalping any ticket to an NFL game or event, or bartering or trading such tickets for personal gain or benefit, regardless of whether the ticket was provided free, has no face value, or was purchased at face value or for more than face value, and regardless of whether the transaction occurs in a district where scalping is otherwise permitted by law.

## **Bounties and Other Non-Contract Bonuses**

National Football League rules strictly prohibit all personnel from offering, announcing, paying, or accepting bonuses of any sort for: on-field misconduct, such as personal fouls or engaging in fights; plays that incentivize or may result in injury to opposing players, such as whacks, cart-offs, or knockouts; or for player or team performance against a particular player, position group, or team. This restriction, known as the "bounty rule," preserves the League's competitive integrity and also promotes player safety by removing incentives that could lead to unnecessarily violent and dangerous play. Bounties and bounty programs violate basic principles of sportsmanship and fair play, and they have no place in professional football.

Clubs and players are also prohibited from offering, announcing, paying, or accepting a bonus of any sort that is not included in the player's NFL Player Contract. Examples include, but are not limited to: establishing bonus pools for special teams performance; offering or sharing playoff game compensation with teammates; paying cash and non-cash awards for outstanding plays, performances, or achievements; or agreeing to reimburse or indemnify a player in the event that he is fined or suspended without pay by the Commissioner.

The following activities are permitted under this rule:

1. Players may give gifts to teammates or other members of the organization after the conclusion of a club's playing season, provided that no offer, promise, or announcement of such a gift was made prior to or during the playing season.
2. Players may establish a rotating medal, trophy, or similar award to honor weekly performances, provided that the award has a value of no more than \$500.
3. Players who have been elected to the Pro Bowl may take a teammate or teammates to the game, provided that no offer, promise, or announcement of such a gift is made prior to the selection of Pro Bowl squads and no arrangements are made until after the announcement of the squads.
4. Players may establish so-called "kangaroo courts," under which players assess modest "fines" on their teammates for various conduct, provided that they comply with the Collective Bargaining Agreement, and provided that any monies collected are not distributed to players. Such monies may be donated to charities (other than those sponsored or established by individual players) or other institutions, or used for a postseason party.

Violators will be subject to appropriate disciplinary action for conduct detrimental to the League or professional football.

## **HIV/AIDS-Related Policies**

The National Football League is well aware of the human toll of the acquired immunodeficiency syndrome (AIDS) and the AIDS virus (called the human immunodeficiency virus or HIV). In response to this important public health issue, the NFL has developed policies regarding:

1. Participation of HIV infected players in the NFL
2. HIV counseling and testing
3. Health care procedures
4. HIV education

These policies are based on the best available medical and scientific evidence about how HIV infection is acquired and spread. The Centers for Disease Control (CDC), the National Institute of Allergy and Infectious Diseases, and other renowned governmental and private agencies and universities provided their expertise in the development of these policies.

By addressing these issues, the NFL seeks to reduce the prospects of unjustifiable stigma and discriminatory behaviors against HIV-infected persons. Providing HIV-related education, developing rational policies for voluntary HIV counseling and testing, and following sound health care procedures represent our best weapons for reducing HIV transmission among persons in the NFL.

### **I. Participation of HIV-Infected Players in the NFL**

The best current scientific evidence suggests that the risk of HIV transmission due to participation in contact sports is infinitesimally small. HIV is transmitted by very limited and well-understood behaviors. In view of this information, there is presently no basis for excluding a player from participation in the NFL solely because he is HIV-infected. The decision to continue participation in the NFL is not a public health concern; it is a personal medical decision involving the HIV-infected player and his physician.

### **II. HIV Counseling and Testing**

The NFL believes that the decision to obtain HIV counseling and testing is also a private one, involving the individual and his personal physician. There is presently no scientific or other persuasive evidence to support mandatory or routine testing in the NFL.

HIV tests may not be administered to players under member club auspices unless such testing is (1) known to the player in advance, (2) purely voluntary on the player's part, and (3) done in strict accordance with all applicable state laws (including but not limited to any requirements of pre-test counseling and informed consent). Clubs must also bear in mind that the new federal Americans with Disabilities Act ("ADA") and various state laws provide protection against the acquisition and/or use by employers of information regarding an HIV/AIDS diagnosis.

The NFL encourages its member clubs to advise players and other club personnel how and where they may obtain private and confidential HIV counseling and testing. Since there are effective therapies that can extend the quantity and quality of life in HIV-infected individuals, the NFL underscores the advice of health care experts that early HIV counseling and testing is important for individuals who have participated in behaviors that put them at risk of HIV infection. Early knowledge of one's HIV status also may help infected individuals make important decisions for themselves and their loved ones.

### III. **Health Care Procedures**

Consistent with sound medical practice, NFL clubs will employ universal health-care precautions as promoted by the CDC and other appropriate infection control procedures to reduce the risk of transmission of illnesses such as hepatitis B. Such practices can also virtually eliminate the risk of transmission of HIV in a healthcare setting. Proper attention to bleeding injuries is important to general health maintenance and a central principle of universal precautions.

### IV. **HIV Education**

In order to build on the information previously provided by the League to players and club representatives, clubs are encouraged to provide supplemental education through knowledgeable professionals at appropriate times.

The NFL recognizes its responsibility to continue monitoring developments in HIV/AIDS knowledge and/or other relevant issues that may warrant future changes in these policies. Through its medical advisors the League will remain in contact with its member clubs, the NFL Physicians Society and the broader scientific and medical community to stay abreast of developments regarding these issues.

## **AIDS Fact Sheet**

### **What is AIDS?**

AIDS stands for acquired immunodeficiency syndrome. AIDS is a descriptive term whose definition has changed several times already and will change in the future as we continue to learn more about AIDS. AIDS is caused by a virus that weakens the immune system. When that happens, people may get sick with infections that they ordinarily can fight off. Pneumocystis pneumonia is one example, but there are many things that can cause illness in someone with AIDS. They're called opportunistic infections because the infections take advantage of the weakened immune system.

### **What's the difference between AIDS and HIV infection?**

HIV is the virus that causes the disease known as AIDS. HIV stands for the human immunodeficiency virus. The infection with HIV may last years before making a person sick, but during that time he or she can still infect other people.

The period of time between infection (with HIV) and becoming sick (with AIDS) is sometimes longer than 10 years. That's why so many people are infected with HIV and don't know it. A person may infect other people during this long period even though there may be no signs of AIDS. Fever, weight loss, and diarrhea are sometimes present, but may not appear until late in the course of HIV infection.

### **How does someone get HIV infection?**

1. The most common way to get HIV is from sexual contact. The virus lives in fluid from genitals (semen from the penis and vaginal fluids) and in blood. The virus can go from men to women, women to men, and (rarely) from women to women. Although transmission from man to man by anal sex has been most common in this country, it's now becoming common for men and women to give HIV to each other. That's been true in other countries for several years. Every time you have unprotected sex (without a condom) with someone, you may be exposing yourself to infections that they could be carrying as a result of sexual contact with other people.
2. Another way of getting the virus is by sharing a needle to inject drugs, including steroids. The needle has another person's blood on it and if he or she is infected, the virus will be in their blood. Some health care workers have gotten infected from being stuck with needles containing infected blood.
3. A small number of people have gotten the virus during blood transfusion, but blood supplies now are screened for the virus. Giving blood presents no risk of getting HIV.

### **What about getting the HIV virus from daily activities?**

HIV is NOT spread on toilet seats, by drinking out of the same glass, by shaking hands, or by other types of normal daily contact. There is no evidence that it can be spread through contact during sports activities.

### **If I come in contact with the blood of someone with HIV will I become infected?**

No. It is almost impossible to get HIV by touching infected blood. Skin is a good barrier against HIV and the virus does not live well outside the body. Health care workers are at much higher risk than people who participate in contact sports. Thousands of doctors and nurses are exposed to the blood of HIV-infected patients every day, often in considerable quantities, but few have been infected. In all known cases of infection among health care workers, infection has been acquired most commonly through lifestyle behaviors (sexual intercourse or shared drug equipment) or less commonly through accidental, skin-piercing exposure with blood-carrying needles or broken glass.

### **Can I get HIV from having one sexual contact with someone who is infected?**

Yes. Even a single contact has some degree of risk. The risk is even greater in certain situations, such as when either person has a sexually transmitted disease (like gonorrhea or syphilis) or if the HIV-infected person is sick with AIDS. Having sex with many partners increases the risk of infection because you increase the chances that one of the sex partners will be infected and they themselves may have multiple sex partners. Latex condoms decrease the risk in vaginal, oral, and anal sex. Anal sex, whether between a man and a woman or between men, increases the risk of infection because there is a greater likelihood of tearing of skin and bleeding.

### **What is safer sex?**

Safer sex is behavior that prevents sexual partners from becoming infected with HIV virus. Not having sex is the safest behavior. For many people, a more realistic approach includes relationships in which both partners are monogamous, meaning they do not have sex with any other people.

In other situations, for greater safety latex condoms must be used during sex between men and women and between men and men. Condoms don't give 100 percent protection but they help decrease the risk of HIV transmission. They protect by being a barrier. To be effective, the condoms must be worn for the ENTIRE duration of EVERY sexual contact.

Petroleum jelly and other oil-based lubricants should NOT be used because they increase the chance that condoms will break. Natural condoms, such as lambskin, are not good barriers because they may have tiny holes through which HIV can pass.

### **Is anal sex safe?**

No, anal sex is even riskier than vaginal intercourse because there is a greater likelihood of skin tearing and bleeding.

**Is oral sex safe?**

We don't know, but it is less risky than intercourse. Whatever the risk is, it is present regardless of whether the oral sex is from woman to a man, from a man to a woman, or from a man to a man.

**Can I get HIV from kissing someone who is HIV positive?**

No. Although small amounts of HIV are in saliva, saliva has been found to inhibit the virus. Therefore, the small amount of HIV that is in the saliva is insufficient to cause infection.

**Can I get AIDS from sweat?**

No. HIV has not been found in sweat. If there is HIV in sweat, it is so minute as to be meaningless in terms of causing infection.

**Do babies get HIV and AIDS?**

Babies can be infected with HIV before or at birth by their infected mothers. About 1 in 4 babies born to HIV-infected mothers will get infected, but we cannot predict which babies may be infected because we aren't absolutely sure how HIV is transferred from the mother. We do know that babies CANNOT get HIV infection directly from the father.

**Does everyone who gets HIV infection also get AIDS?**

Scientists think that everyone who gets HIV infection will eventually get AIDS. However, because it may take nearly 10 years from infection with the virus to development of the disease, and because the epidemic has only been studied for about 10 years, we don't have enough information to give a definitive answer to this question.

**Is there a cure for AIDS?**

There is no cure. However, there are a number of currently licensed medicines (whose shortened names are AZT, DDI, and DDC) that slow the progress of the disease by inhibiting the multiplication of the virus. They have some side effects.

Research continues, and it is possible that a cure or a vaccine against the disease will someday be found. Meanwhile, the best defense against the disease is behavior that doesn't put you at risk.

**Does everyone who gets HIV infection die?**

HIV infection is likely to cause people to die prematurely, unless something else gets them first (auto accident, etc.). The cause of death is most commonly attributed to one or several opportunistic infections, with HIV infection as the underlying cause. With early diagnosis and early health care, many more people are living more than ten years after the diagnosis of HIV infection and AIDS. Many of these people have no or very few symptoms.

### **Is there a test for HIV infection?**

There is a blood test to detect antibodies (your body's response) to the HIV. This test is almost 100 percent reliable, except in the first two to three months after infection because it may take several weeks for your antibodies (which are a sign of infection) to develop. By six months after infection, virtually everyone infected with HIV will have a positive blood test.

### **What does a positive HIV test mean?**

It means you have been infected with the HIV and that you can infect others by sexual contact or by exchanging needles containing blood. It does not mean that you have AIDS or that you will get sick with AIDS soon.

### **Why should I get an HIV test if I feel healthy?**

There are two reasons:

1. The earlier you know if you are infected, the better the chance you have of staying healthy since there are medicines that delay the onset of AIDS.
2. In addition to staying healthy longer, you should know if you are infected so you can protect the people with whom you have sex.

### **Can an HIV test really be kept confidential?**

Yes. Blood tests are taken in private. The results are reported back only to the doctor or counselor. In some states, the test can be reported by number instead of name, so there is no possibility of identifying the person.

### **What happens to me if I am HIV positive?**

You should see a doctor who is experienced in the care of HIV-positive people. There are many ways to find such a doctor; you may talk to your team physician or you may use the NFL's confidential toll-free number (1-800-527-6966) to help you with this without using your name. A doctor with this expertise will advise you on what measures you should take to stay as healthy as possible. This medical care is between you and the doctor and will be kept confidential.

### **How can I find counselors and doctors to help me learn more about the HIV test?**

Most private doctors, including many NFL team physicians, either are experienced in dealing with HIV infection or can refer you to another doctor who is experienced. If you do not already have a doctor you trust, again you may use the NFL's confidential toll-free number (1-800-527-6966) to help you find a doctor in your city without using your name, or you may wish to call a confidential medical service within your area.



**If I am found to be HIV-infected, am I protected from losing my job?**

Current NFL policies prohibit the exclusion of any player from participating just because he is HIV-infected.

**For more information on any of these areas, please consult your team physician or call the confidential toll-free number (1-800-683-9173).**

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**NFL PLAYERS**  
ASSOCIATION

# **NATIONAL FOOTBALL LEAGUE**

## **POLICY AND PROGRAM FOR SUBSTANCES OF ABUSE**

**as Agreed by the  
National Football League Players Association  
and the  
National Football League Management Council  
on  
June 1, 2014**

060114

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## NATIONAL FOOTBALL LEAGUE POLICY AND PROGRAM FOR SUBSTANCES OF ABUSE

### General Policy

The illegal use of drugs and the abuse of prescription drugs, over-the-counter drugs, and alcohol (hereinafter referred to as “substances of abuse”) is prohibited<sup>1</sup> for players<sup>2</sup> in the National Football League (“NFL”). Moreover, the use of alcohol may be prohibited for individual players in certain situations where clinically indicated in accordance with the terms of this Policy.

Substance abuse can lead to on-the-field injuries, to alienation of the fans, to diminished job performance, and to personal hardship. The deaths of several NFL players have demonstrated the potentially tragic consequences of substance abuse. NFL players should not by their conduct suggest that substance abuse is either acceptable or safe.

The NFL and the National Football League Players Association (“NFLPA”) have maintained policies and programs regarding substance abuse. In Article XLIV, Section 6(a) of the 1993 NFL Collective Bargaining Agreement, as extended and amended (the “CBA”), the NFL Management Council and the NFLPA (hereinafter referred to individually as “Party” and collectively as the “Parties”) reaffirmed that “substance abuse is unacceptable within the NFL, and that it is the responsibility of the parties to deter and detect substance abuse . . . and to offer programs of intervention, rehabilitation, and support to players who have substance abuse problems.” Accordingly, in fulfillment of this provision of the CBA, the Parties have agreed upon the following terms of a policy regarding substance abuse in the NFL (hereinafter referred to as the “Policy”).

This Policy applies to all players who have not formally retired from the NFL. This Policy and its terms shall be binding on all NFL clubs and shall constitute the sole and exclusive means by which players will be tested or referred for treatment, and as to those players having problems with substances of abuse, the sole and exclusive means by which they will gain access to the benefits of this Policy. This Policy supersedes a previous policy that was effective on September 1, 1994, and shall continue until the expiration or termination of the CBA. This clarification of earlier versions that applied to all players as of February 14, 1997 and June 28, 1998 regardless of their status in the Intervention Program, shall apply to all players as of May 1, 2002 regardless of their

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<sup>1</sup> The National Football League prohibits players from the illegal use, possession, or distribution of drugs, including but not limited to cocaine; marijuana; opiates and opioids; methylenedioxymethamphetamine (MDMA); and phencyclidine (PCP). The abuse of prescription drugs, over-the-counter drugs, and alcohol is also prohibited. For example, the use of amphetamines and substances that induce similar effects, absent a verified and legitimate need for appropriate dosages of such substances to treat existing medical conditions, is prohibited.

<sup>2</sup> Includes all present and future employee players in the NFL as described as being in the bargaining unit as set forth in the preamble to the CBA as well as all players who attend the Annual Player Combine while they are at the Combine.

status in the Intervention Program. (*See* Article I below.) Such terms that are not otherwise defined herein shall have the same meaning as set forth in the CBA.

The cornerstone of this Policy is the Intervention Program. Under the Intervention Program, players are tested, evaluated, treated, and monitored for substance abuse. Players who do not comply with the requirements of the Intervention Program are subject to established levels of discipline. The provisions of Article LV, Section 10 of the CBA are not applicable to the testing of players in the Intervention Program that is conducted pursuant to the terms of this Policy.

All discipline provided under the foregoing or following provisions of this Policy is imposed through the authority of the Commissioner of the National Football League (“Commissioner”). The Commissioner maintains the ability to impose other discipline as he deems necessary, provided, however, that the Commissioner may not modify the stated levels of discipline for violations of the requirements of the Intervention Stages absent additional circumstances amounting to conduct detrimental to the NFL. This Policy is not to be considered a grant of authority to discipline players but instead is an agreement to impose the stated discipline for violations of the requirements of the Intervention Stages. Discipline for violations of the law relating to use, possession, acquisition, sale, or distribution of substances of abuse, or conspiracy to do so, will remain at the discretion of the Commissioner.

The primary purpose of this Policy is to assist players who misuse substances of abuse, but players who do not comply with the requirements of the Policy will be subject to discipline. An important principle of this Policy is that a player will be held responsible for whatever goes into his body.

**I. Intervention Program and Discipline for Violations of Its Terms.**

**A. Administration.**

**1. Medical Director and Regional Teams.**

The Parties will select a Medical Director who will have the responsibility, among other duties, of selecting and overseeing physicians, psychologists, social workers and other counselors (“Evaluating Clinician(s)”) who will be members of various Regional Teams headed by a Regional Psychiatrist. The Medical Director and the Evaluating Clinicians will work together in a collaborative manner to facilitate, coordinate, monitor, and assess players’ compliance with their Treatment Plans. (For purposes of this Intervention Program, a “Treatment Plan” is defined as a written plan of interventions and requirements developed by a player’s Treating Clinician to assist in the treatment of the player.) The Medical Director will be assisted by an Administrator to be selected by the Parties. The services of the Medical Director and/or the Administrator may be terminated by either Party at any time, or as otherwise delineated by the notice and termination provisions of their respective contracts, if any. The Parties agree that the Medical Director will have the sole discretion to make the various decisions assigned to him under the terms of this Policy, and such decisions shall be final and binding.

**2. Medical Advisor.**

The Commissioner will appoint a Medical Advisor for Substances of Abuse (the “Medical Advisor”). The Medical Advisor will be informed at all times of the identity and treatment status of all players in the Intervention Program with the exception of those entering the Intervention Stages through Self-Referral. The Medical Advisor may advise the Medical Director regarding a Treatment Plan for any player. The Medical Advisor will have the responsibility, among other duties, of overseeing substance abuse testing as required by the terms of this Intervention Program. The Medical Advisor shall direct the NFL collection teams and consult with the Chief Forensic Toxicologist. The Parties agree that the Medical Advisor will have sole discretion to make the various decisions assigned to him under the terms of the Policy, and such decisions shall be final and binding.

**3. Treating Clinician.**

A Treating Clinician for purposes of this Policy is a health care professional experienced and trained in the treatment of substance abuse and legally authorized to prescribe written plans of intervention and requirements designed to assist in the treatment of substance abuse. A health care professional who is not a psychiatrist and who wants to qualify as a Treating Clinician must establish a consulting relationship with an appropriately credentialed and experienced psychiatrist, as determined by the Medical Director. All Treating Clinicians shall be approved by the Medical Director.

**4. Team Substance Abuse Physician.**

Each NFL club will designate a physician as its Team Physician for Substance Abuse matters (the “Team Substance Abuse Physician”). With the exception of those players who enter the Intervention Stages through Self-Referral, the Team Substance Abuse Physician will be informed as to the participation of any player from his team in the Intervention Stages, the player’s administrative status, and/or the nature of that player’s treatment.

**5. Chief Forensic Toxicologist.**

The Commissioner will appoint the Chief Forensic Toxicologist. The Chief Forensic Toxicologist shall (1) be responsible for laboratory evaluation of urine samples produced pursuant to the terms of this Policy; (2) provide technical advice to the Parties, the Medical Director and the Medical Advisor; (3) be responsible for scientific interpretation of positive drug findings; and (4) provide forensic testimony as needed.

**6. Club Physician.**

Club Physicians are physicians designated by the clubs or selected by the player in accordance with Article XLIV of the CBA, “Players’ Rights to Medical Care and Treatment.”



**7. Quarterly Review.**

The NFL Management Council, the NFLPA, the Medical Director, the Medical Advisor, and the Administrator will meet quarterly to review the operation of the Intervention Program. To facilitate the review process, the Parties will have full access to all information relating to the implementation and operation of this Intervention Program, except to the extent that such access would conflict with the confidentiality provisions of this Policy. Modification of the Policy will require the mutual consent of the Parties.

**8. Payment for Treatment.**

Payment for treatment services rendered to players participating in the Intervention Program shall be governed by the terms and conditions set forth in the NFL Player Insurance Plan.

**9. Treating Facilities and Clinicians.**

Although it is the ultimate responsibility of the Medical Director in consultation with the Regional Team to designate suitable Treating Clinicians and treatment facilities at which players entering the Program will be treated (“Treatment Facilities”), at the time of the adoption of the initial Policy (September 1, 1994) many NFL teams had existing relationships with suitable Treating Clinicians and Treatment Facilities. In such cases, there was a presumption that the Treating Clinicians and Treatment Facilities being used by NFL clubs on September 1, 1994, were suitable. Notwithstanding the foregoing, the Medical Director may terminate the Program’s relationship with any Treating Clinician or Treatment Facility if the Medical Director determines that such clinician or facility is unable to satisfy the medical requirements or other demands of this Policy. No Treatment Facility may be terminated until a replacement Treating Facility has been agreed upon. If the Parties are unable to agree upon a successor Treatment Facility within four (4) months of the notice from the Medical Director to the Parties of his desire to terminate a Treatment Facility, the matter shall be referred to the Medical Director and the Medical Advisor, who shall promptly select and consult with a third physician who is neither an Interested Party (as defined below) nor affiliated with an Interested Party; after consultation, the three physicians together will jointly choose a successor Treatment Facility as soon as practicable.

**B. Confidentiality.**

**1. Program Information.**

The Medical Advisor, Medical Director, Administrator, Team Substance Abuse Physician, Chief Forensic Toxicologist and all employees and consultants of the NFL, the NFL Management Council, the NFLPA (including its employees, members and Certified Contract Advisors), the Evaluating Clinicians, the Treating Clinicians and the NFL clubs (“Interested Parties”) shall take reasonable steps to protect the confidentiality of information acquired in accordance with the

provisions of this Intervention Program, including but not limited to the history, diagnosis, treatment, prognosis, test results, or the fact of participation in the Intervention Program of any player or the club(s) who employs or has employed such player (“Intervention Program Information”). Any Intervention Program Information which becomes public information either by authorization of the player or through release by sources other than Interested Parties will, after authorization or release, no longer be subject to the confidentiality provisions of this section. Intervention Program Information about a player revealed by the player to an Interested Party shall not be subject to the confidentiality provisions of this section unless (a) it was disclosed by the player in the context of a clinical evaluation or treatment or was disclosed by the player to an Interested Party in accordance with the terms of this Policy; or (b) the player requests that the Intervention Program Information not be further disclosed by the Interested Party. Intervention Program Information, including but not limited to information learned on appeal, will be shared among Interested Parties only on a need-to-know basis and only in accordance with the terms of this Intervention Program.

## **2. Program Information Provided to Clubs.**

An NFL club that:

- a. has contacted a restricted or unrestricted free agent or that player’s Certified Contract Advisor and is considering making an offer to and/or signing such player; or
- b. has contacted another NFL club with regard to a potential acquisition of a player in a trade and is considering making the club an offer for such player; or
- c. is contemplating acquiring a player through the waiver system;

may be informed by the Medical Advisor or the Management Council whether such player is subject to suspension the next time he fails to comply with any terms of the Intervention Program and whether or not in the opinion of the Medical Advisor or the Management Council a failure to comply with the terms of the Intervention Program has occurred at the time of the inquiry that could result in suspension. Both the Medical Advisor and the Management Council are authorized to disclose such information to the Team Substance Abuse Physician of the inquiring club or to the senior club executive responsible for signing restricted or unrestricted free agents who, in turn, shall share such information only with the club employee(s) or officer(s) who participate in the decision to sign such player. Any club employee or officer who, by reason of such inquiry, is in receipt of the information that the Medical Advisor or the Management Council is authorized to disclose pursuant to this section will immediately become subject to and be bound by the confidentiality provisions established by this Intervention Program.

## **3. Discipline.**

- a. **Fines:** Any Interested Party who violates the confidentiality provisions of this intervention Program may be fined a minimum of \$10,000 up to a maximum of \$500,000. Fines under this section shall be imposed by the Commissioner for individuals subject to his disciplinary authority and by the Executive Director of the NFLPA for individuals subject to his disciplinary authority. In the event the current disciplinary procedures of the NFLPA would not permit the levying of the fines prescribed herein, such procedures will be amended as soon as possible so as to authorize the disciplinary measures set forth in this paragraph.
- b. **Determination:** Any player who believes that there has been a breach of the Intervention Program's confidentiality provisions as set forth in this section may report such violation to the Commissioner with respect to those individuals for whom he has authority to levy fines and the NFLPA's Executive Director with respect to those individuals for whom he has authority to levy fines to make a determination of whether a violation has occurred and the amount of the fine. The provisions of this section shall be the sole remedy available to a player aggrieved by an alleged violation of the Intervention Program's confidentiality provisions.

### C. **Testing for Substances of Abuse.**

All testing for substances of abuse of NFL players either under contract with an NFL club or seeking a contract with an NFL club is to be conducted under the direction of the Medical Advisor pursuant to this Intervention Program ("Testing" or "Tests"). Before entering an Intervention Stage, players shall be tested only for benzoylecognine (cocaine); delta 9-THC-carboxylic acid (marijuana); amphetamine and its analogs; opiates (total morphine and codeine); opioids (e.g., hydrocodone, oxycodone); phencyclidine (PCP); and methylenedioxymethamphetamine ("MDMA") and its analogues (the "NFL Drug Panel"). After a player enters any stage of the Intervention Program, Testing for substances of abuse, in addition to the NFL Drug Panel, shall be at the discretion of the Medical Director in accordance with the terms of this Intervention Program.

#### 1. **Types of Testing.**

- a. **Pre-Employment:** Unless otherwise required by this Policy, a pre-employment Test may be administered to:
  - (1) A rookie or veteran player desirous of signing a contract with an NFL club who:
    - (a) was not under contract to his last NFL club on the date of its last game of the immediately preceding season; and

- (b) has not had a Test in the four month period prior to his pre-employment Test (excluding a test given at the annual combine for college players).

The Medical Advisor may inform any club contemplating signing a player who has been tested under the provisions of this subsection of the results of such pre-employment Test;

- (2) A veteran player desirous of signing a contract with an NFL club who:
  - (a) was under contract with another NFL club on the date of its last game of the immediately preceding season; and
  - (b) agrees with the club with whom he is seeking employment, prior to the execution of a new NFL Player Contract to submit to a pre-employment Test.
- (3) Draft-eligible players at the annual timing and Testing sessions.

**b. Pre-Season:** All players under contract with an NFL club will be tested once during the period beginning April 20 and continuing through August 9. Testing in the pre-season may be done on a team-wide basis or by position groups at the discretion of the Medical Advisor but not on an individual-by-individual basis. However, a player who is excused by the Medical Advisor from the scheduled team-wide or position's group Test may be tested individually but only if such Test takes place before the first regular season game absent a showing of extenuating circumstances. A player who is signed or otherwise acquired after the date of the pre-season Test that would have applied to him may be given the pre-season Test individually if such player has not already been given the preseason Test even though the Test will take place after August 9.

**c. Intervention Stages:** All players in an Intervention Stage will be required to provide a specimen when determined by the Medical Advisor. For players in Intervention Stage One, the Medical Director will determine the frequencies of Tests for each player; for players in Intervention Stages Two and Three, the Medical Advisor will determine the frequencies of Tests subject to the minimums and maximums for each Stage.

**d. Testing by Agreement:** An NFL club and a player may agree that such player will submit to unannounced Testing during the term of said player's NFL Player Contract provided that the club has a reasonable basis for requesting such agreement. A Positive Test (as

hereinafter defined) as a result of such Testing shall be reported to the Medical Director and shall result in the player's entering Stage One of the Intervention Program. Once a player enters an Intervention Stage the number of Tests that a player will be required to take will be determined by the Medical Director or the Medical Advisor, as set forth herein – not by the terms of the player's NFL Player Contract. Upon being dismissed from the Intervention Stages, a player's NFL Player Contract will govern the number of Tests that he is subjected to. All such individually negotiated Testing shall be conducted under the direction of the Medical Advisor and not the club. In cases of individually negotiated Testing, the Medical Advisor and other Interested Parties will continue to be bound by the confidentiality provisions established by this Policy.

## 2. **Testing Laboratory.**

A central laboratory certified by the Substance Abuse and Mental Health Services Administration ("SAMHSA Lab") will analyze all urine specimens for substances of abuse. NFLPA shall have a right to review the Policy's SAMHSA Lab annually. Although the NFLPA will have the right to terminate the SAMHSA Lab for cause at any time, no such termination will be effective unless and until the Parties have agreed on a successor laboratory. If no such successor laboratory is agreed upon within six months of the date on which the NFLPA gives notice of its desire to terminate, the matter shall be referred to the Medical Director and the Medical Advisor, who shall promptly select and consult with a third physician who is neither an Interested Party nor affiliated with an Interested Party; after consultation, the three physicians together will jointly choose a successor laboratory as soon as is practicable.

## 3. **Testing Procedures.**

a. **Application:** The following Testing procedures are applicable to all Testing performed in all Stages of the Intervention Program except certain unique Stage One procedures which are as follows:

(1) **Unique Stage One Testing Procedures:** A player in Stage One shall be tested as frequently as the Medical Director requests. In Stage One, there shall be no right to challenge the results of the Test and the Medical Director shall determine in his discretion whether failure or refusal to Test or an attempt to tamper with the results constitutes a player's failure to comply in Stage One subjecting the player to the discipline set forth in Article I, Section E.1.b.(2)(c). Except as set forth above, all other procedures set forth in this Section C.3. shall be applicable to Stage One Testing.

- b. Collection of Sample:** At the time of his Test, the player will furnish a urine specimen to an authorized specimen collector, which specimen shall be split into an “A” bottle and a “B” bottle. To prevent evasive conduct, all specimens will be collected under observation. Specimens will be shipped in collection bottles sealed with tamper-resistant seals. All bottles will be identified by a control identification number, not by the player’s name. The player will be asked to witness the entire procedure and then to sign the donor’s statement on the chain-of-custody form. For more detailed information, refer to Appendix A (“Testing Procedures”).
- c. Concentration Levels:** Tests will be deemed positive if they are confirmed by laboratory analysis at the following urine concentration levels: benzoylecognine (cocaine) – 150 ng/ml; delta 9-THC-carboxylic acid (*e.g.*, marijuana and marijuana by-products, including but not limited to hemp oil) – 15 ng/ml; amphetamine and its analogs – 300 ng/ml; opiates and opioids – 300 ng/ml (total morphine and codeine); phencyclidine (PCP) – 25 ng/ml; alcohol – .06 g/dl (%); and methylenedioxymethamphetamine (MDMA) and its analogues – 200ng/ml. Alcohol Testing will be conducted only in the context of clinical monitoring or as otherwise provided herein. Any Treatment Plan may include the provision for urine toxicology analysis for other substances not enumerated here and Tests will be deemed positive if they are confirmed by laboratory analysis at standard urine concentration levels recommended by the Chief Forensic Toxicologist and agreed to by the Parties. Any such positive test, as referenced in this subsection, shall hereinafter be referred to as a “Positive Test”.
- d. Notification:** Once a Positive Test result is confirmed, the Medical Advisor will notify the player, the Medical Director and the Team Substance Abuse Physician. The Team Substance Abuse Physician may not disclose the fact of a Positive Test except in accordance with the terms of this Policy.
- e. Test of Split Sample:** Any player Testing positive from the “A” bottle of his split sample may, within two days of receiving notification of his Positive Test, ask the Medical Advisor for a Test of the other portion of his specimen from the “B” bottle. Notwithstanding the foregoing, “B” bottle testing shall not be afforded to players who provide a dilute specimen that results in a dilute warning pursuant to Appendix A-1. The “B” bottle Test is to be performed within ten working days of such request. The player may not be present at the “B” bottle Test, but, at his own expense, he may be represented at the “B” bottle Test by a qualified toxicologist not affiliated with a commercial laboratory. The “B” bottle Test will be performed at the same laboratory that did the

original Test. The “B” bottle Test need only show that the substance, revealed in the “A” bottle Test, is evident to the “limits of detection” to confirm the results of the “A” bottle Test.

- f. Failure or Refusal to Test:** The Medical Advisor will be responsible for scheduling all Tests and for ensuring that players are notified when individual Testing will take place. No test may be scheduled for a time that is more than 24 hours after notification. Players will have 4 hours from the time of the scheduled test to produce a specimen. A player who fails or refuses to appear for required Testing at the time selected by the Medical Advisor without a valid reason as approved by the Medical Advisor, or fails to cooperate fully in the Testing process as determined by the Medical Advisor, or provides a dilute<sup>3</sup> specimen (as determined in accordance with the procedures set forth in Appendix A-1), will be treated as having a Positive Test. In addition, a deliberate effort to substitute or adulterate a specimen; or to alter a Test result;<sup>4</sup> or to engage in prohibited doping methods<sup>5</sup> will be treated as a Positive Test and may subject a player to additional discipline by the Commissioner.

All players in an Intervention Stage who become unavailable for Testing due to travel, temporary or permanent change of residence, prior commitments, or otherwise, are required to notify the Medical Advisor in advance of such unavailability so that the Medical Advisor can schedule accordingly if such request is reasonable. If a player fails to provide the Medical Advisor with an address and telephone number where he can be contacted, and, as a result, such player cannot be contacted when the Medical Advisor requires that a Test be administered or the player cannot be contacted at the address and telephone number provided to the Medical Advisor, the player’s failure to notify the Medical Advisor or inability to be contacted shall be considered a Positive Test.

#### **D. Entrance Into the Intervention Stages.**

##### **1. Entrance.**

All NFL players shall be eligible for entrance into the Intervention Stages. Such eligibility will not be affected by termination or expiration of a player’s contract

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<sup>3</sup> A “dilute specimen” shall be defined as a urine specimen which has a specific gravity value less than 1.003 and a creatinine concentration of less than 20 mg/dL.

<sup>4</sup> Pharmacological, chemical or physical manipulation; for example, catheterization, urine substitution, tampering, or inhibition of renal excretion by, for example, probenecid and related compounds.

<sup>5</sup> For purposes of this Policy, “prohibited doping methods” shall be defined as follows: Ingestion or injection of banned substances, or of products containing banned substances.

subsequent to entry into the Intervention Stages. Players enter Stage One of the Intervention Program by a Positive Test, Behavior or Self-Referral more fully described as follows:

- a. **Positive Test:** Urine or blood toxicology Tests that meet the concentration levels set forth in Article I, Section C.3.c.
- b. **Behavior:** Behavior, including but not limited to an arrest related to an alleged misuse of substances of abuse, which, in the judgment of the Medical Director, exhibits physical, behavioral, or psychological signs or symptoms of misuse of substances of abuse.
- c. **Self-Referral:** A player, who personally notifies the Medical Director of his desire to enter voluntarily Stage One of the Intervention Program prior to his being notified to provide a specimen leading to a Positive Test, or prior to behavior of the type described in Section D.1.b., above, becoming known to the Medical Director from a source other than the player, shall be a participant in Stage One as a Self-Referred player. Rather than notifying the Medical Director personally, the player may initiate such notice by first contacting a Club Physician for the purpose of Self Referral to Stage One of the Intervention Program. In order to effectuate a valid Self-Referral, the Club Physician must establish personal contact between the self-referring player and the Medical Director as soon as possible after being contacted by the player. Any information provided to the Club Physician by the player and disclosed by the Club Physician to the Medical Director for the purpose of establishing such contact will not be considered information from “a source other than the player” as described in subsection c(2) below. A Club Physician may not provide substance abuse treatment for any player or facilitate substance abuse treatment which is not provided by a Treating Clinician. Substance abuse treatment shall be provided only by a Treating Clinician in accordance with this Policy. A Self-Referred player will always remain in Stage One; however, a player will no longer be considered a Self-Referred player, but rather as a mandatory entrant into Stage One if:
  - (1) the player has a Positive Test (other than a Positive Test conducted pursuant to a Self-Referred player’s Treatment Plan); or
  - (2) if the Medical Director is informed by a source other than the player that the player has engaged in behavior of the type described in Section D.1.b., above, regardless of the fact that the player has previously informed the Medical Director of this behavior; or



- (3) the fact of a player's Self-Referral becomes public knowledge.

A Self-Referred player may not be fined under this Intervention Program prior to the time of his mandatory entrance into the Intervention Stages. Self-Referred players will be advised when the Medical Director determines that notification to the Team Substance Abuse Physician (if not previously notified by the player) is medically advisable, and the player will be given the option either to permit such notification or to withdraw from the Intervention Stages without such notification.

## **2. Continued Participation.**

A player who enters the Intervention Stages will remain in the Intervention Stages until the player is dismissed or released in accordance with the terms set forth herein. All such players must continue to comply with the conditions of the Intervention Program. Notwithstanding the foregoing, (1) a player who is released and who has not been on a club roster for more than six consecutive regular or post season games ("Never-Rostered Player") is not required to comply with the terms of his Treatment Plan, if any, or submit himself for Testing until he resigns with a club; and (2) a veteran who is not under contract with a club ("Non-Contract Veteran") must comply with the conditions of the Intervention Program for a year after the expiration of his last contract or receipt by the Administrator of written notification of his retirement, whichever is sooner. After six months as a Non-Contract Veteran, testing shall cease unless the Medical Director or the Medical Advisor requests that testing be continued. After a veteran who is under contract with a Club ("Contract Veteran") or a Non-Contract Veteran notifies the Administrator of his retirement from football, he does not have to comply with the terms of his Treatment Plan. However, if after retiring from football, he signs a contract to play for an NFL club prior to the first anniversary date of (i) the expiration or termination of his last contract with an NFL club if a Non-Contract Veteran or (ii) the termination or tolling of his contract upon retirement if a Contract Veteran, he will be deemed not to have complied with the terms of his Treatment Plan and be disciplined for a violation of his Treatment Plan in accordance with the terms of this Policy. Non-Contract Veterans who either have not been under contract with an NFL club for a year or have notified the Administrator of their retirement; Contract Veterans who have notified the Administrator of their retirement; and released Never-Rostered Players who return to the NFL as a player, will re-enter the Intervention Program at the same place in the Intervention Program as when they left except as set forth above.

## **E. Intervention Stages.**

### **1. Stage One.**

#### **a. Procedures.**

- (1) **Intervention Evaluation:** A player entering Stage One of the Intervention Program will be referred to a Regional Team which shall evaluate the player promptly. After receipt of the Regional Team's evaluation, the Medical Director, in his discretion, shall determine whether the player should be referred for appropriate clinical intervention and/or treatment (including inpatient treatment at a Treatment Facility selected by the Medical Director as being qualified to treat the player's particular needs) and subsequent development of a Treatment Plan. The Medical Director's determination is not dependent upon a finding that the player carries a diagnosis of substance abuse or dependence, but rather is dependent upon whether, in the Medical Director's judgment, participation in the Intervention Program may assist in preventing the player's potential future misuse of substances of abuse.
  
- (2) **Treatment Plans:** If the Medical Director determines that a player should be referred for appropriate clinical intervention and/or treatment, the player shall be referred to a Treating Clinician. If the Treating Clinician determines the player requires a Treatment Plan, one shall be developed. The Medical Director shall determine whether the proposed Treatment Plan is an acceptable Treatment Plan for the purpose of affording the player the benefits of the Intervention Program.

Notwithstanding the foregoing, the Treating Clinician is solely responsible for the care of the player. A player who fails to adhere to his Treatment Plan approved by the Medical Director or fails to execute a Consent to Exchange Intervention Program Information shall be subject to the disciplinary and stage advancement provisions set forth below.

If the Medical Director determines that a player does not require clinical intervention and/or treatment, but should remain in the Intervention Program, the player will be subject to testing but will not have a Treatment Plan. However, if the Medical Director decides at any time while a player is in any stage of the Intervention Program that the player should be referred for clinical intervention and/or treatment, a Treatment Plan shall be developed, if indicated.

- (3) **Testing:** In Stage One, the Medical Director may require the player to submit to as many Tests for substances of abuse as, in his discretion, are required to adequately evaluate the

player, and those Tests shall be administered under the direction of the Medical Advisor.

**b. Duration.**

- (1) **Time Limitation:** Players will remain in Stage One for a period not to exceed 90 days; provided, however, that the Medical Director, in verbal consultation with the Medical Advisor, may extend the total time a player is in Stage One up to six months. If, due to unusual and compelling circumstances, the Medical Director determines that a period in excess of six months is required, the six-month period may be extended with the concurrence of the Medical Advisor.
- (2) **Advancement to Stage Two:** Subject to the time limitations set forth in subsection (1) above, the Medical Director will determine how long a player will remain in Stage One. No player will be either advanced from Stage One to Stage Two or dismissed from the Intervention Stages without notification to the player by the Medical Director.
  - (a) **Behavior Evaluation:** A player who is referred to Stage One solely for Behavior and who upon evaluation in Stage One is deemed by the Medical Director not to require specific clinical intervention and/or treatment will immediately be released from any further obligations to participate in the Intervention Stages and will thereafter assume the same status as players who have never been referred to the Intervention Stages. However, a player who is referred to Stage One solely for Behavior, and who upon evaluation in Stage One, is deemed by the Medical Director to require specific clinical intervention and/or treatment, will be advanced to Stage Two upon notification to the player by the Medical Director. Notwithstanding the foregoing, a player who has a Positive Test while in Stage One shall be automatically advanced to Stage Two.
  - (b) **Positive Test Evaluation:** A player who is referred to Stage One by reason of a Positive Test, and who, upon evaluation in Stage One is deemed by the Medical Director not to require specific clinical intervention and/or treatment will advance to Stage Two upon notification to the player by the Medical Director, and will be subject to Stage Two Testing by

the Medical Advisor but will not have a Treatment Plan. However, a player who is referred to Stage One by reason of a Positive Test and is deemed by the Medical Director to require specific clinical intervention and/or treatment, will be advanced to Stage Two upon notification to the player by the Medical Director.

- (c) **Discipline:** If the Medical Director, after consultation with the Medical Advisor, determines in his discretion that a player in Stage One has failed to cooperate with the evaluation process or fails to comply with his Treatment Plan, both the NFL Management Council and the NFLPA shall be notified and the player will be subject to an immediate fine equal to three-seventeenths (3/17) of the amount in Paragraph 5 of the NFL Player Contract, and he will be placed in Stage Two upon notification by the Medical Director.

2. Stage Two.

a. **Procedures.**

- (1) **Advancement:** A player will advance from Stage One to Stage Two after notification by the Medical Director or expiration of the Stage One time limitations.
- (2) **Compliance with Treatment Plan:** A player in Stage Two must comply with the terms of his Treatment Plan, if one is developed, in Stage One and as may be amended in Stage Two.
- (3) **Testing:** All players in Stage Two will be subject to unannounced Testing. At the sole discretion of the Medical Advisor, a player may or may not be tested; however, if he is tested, he may not be tested more than 10 times during any calendar month. Such Testing shall include Testing for the NFL Drug Panel and alcohol, but in addition Tests for other substances of abuse will be conducted if the player's Treatment Plan requires abstention from and enumerates testing for such substances.
- (4) **Evaluation:** A player, while undergoing Stage Two Testing, may be required to submit to further evaluation and subsequent treatment at the discretion of the Medical Director.

**b. Discipline.**

(1) **Discipline for First Failure to Comply in Stage Two:** A player in Stage Two who fails to comply with his Treatment Plan or fails to cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy, both as determined by the Medical Director, or has a Positive Test will be subject to:

- (a) A fine of four-seventeenths (4/17) of the amount in Paragraph 5 of the NFL Player Contract if the player has successfully completed Stage One; and
- (b) A suspension for the period of time to cover four consecutive regular season and post-season (including Pro Bowl, if selected) games without pay if he did not successfully complete Stage One.

(2) **Discipline for Second Failure to Comply in Stage Two:** A player who has two Positive Tests in Stage Two; or fails twice, as determined by the Medical Director, to comply with his Treatment Plan in Stage Two; or has a Positive Test and fails to comply with his Treatment Plan, as determined by the Medical Director; or fails to cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy, as determined by the Medical Director, will incur:

- (a) A suspension for the period of time to cover four consecutive regular and post season games (including the Pro Bowl, if selected) without pay if the player was fined pursuant to Section E.2.b.(1)(a) above; and
- (b) A suspension for the period of time to cover six consecutive regular and post season games (including the Pro Bowl, if selected) without pay if the player was suspended pursuant to Section E.2.b.(1)(b) above.
- (c) The computation of the amount a player must forfeit and return to his Club as a result of a suspension under this section and banishment under Section 3.b(2) of this Article is set forth in Appendix D.

**c. Duration:** A player will remain in Stage Two for twenty-four months or two full seasons, whichever is shorter, beginning from the later of either the date of entry into Stage Two; or after entering

Stage Two, the date upon which a player fails to comply with the Treatment Plan or fails to cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy, both as determined by the Medical Director or has a Positive Test. Notwithstanding the foregoing, without any notice a player will be automatically and immediately advanced to Stage Three if while in Stage Two he has any of the following:

- (1) two Positive Tests; or
- (2) two instances in which he fails to cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy or to comply with his Treatment Plan; or
- (3) one Positive Test and one instance of a failure to comply with his Treatment Plan or cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy while in Stage Two.

- d. Completion of Stage Two:** A player who completes Stage Two without being advanced to Stage Three will be afforded the same status as a player who had never by Behavior or a Positive Test been referred to the Intervention Stages. Notwithstanding the foregoing, the Medical Director and the Medical Advisor may agree to extend the period of Stage Two for any player; provided, however, before extending the period of time in Stage Two, the Medical Director shall meet with the player (who shall attend either in person or by telephone at the option of the player), along with the Medical Advisor (who shall attend either in person or by telephone at the option of the Medical Advisor), at least 30 days before the expiration of the player's two year period in Stage Two (unless the justification for the extension occurs less than 30 days prior to the expiration of the normal term). The purpose of this meeting is to inform the player that his term in Stage Two is going to be extended and establish a time (no later than every six months after the normal expiration date) when the Medical Director and the Medical Advisor will confer with the player to review his situation. At each conference, the player shall be informed what is expected of the player during each extension period.

**3. Stage Three.**

**a. Procedures.**

- (1) **Term:** A player in Stage Three will remain in Stage Three for the remainder of his NFL career.

- (2) **Compliance with Treatment Plan:** A player in Stage Three must comply with the terms of his Treatment Plan, as required in Stage Two and as may be developed and/or amended in Stage Three.
- (3) **Testing:** A player in Stage Three will be subject to unannounced Testing. At the sole discretion of the Medical Advisor, a player may or may not be tested; however, if he is tested, he may be tested up to 10 times during any calendar month. Such Testing shall include Testing for the NFL Drug Panel and alcohol, but in addition Tests for other substances of abuse will be conducted if the player's Treatment Plan requires abstention from and enumerates testing for such substances. After being in Stage Three for three seasons, a player may request of the Medical Advisor that the number of tests that he is subject to be reduced. The Medical Advisor may, but is not required to, agree to the request. A player in Stage Three may not make this request more often than annually. The Medical Advisor, after consultation with the Medical Director, may extend or resume this period of Testing.
- (4) **Evaluation:** A player, while undergoing Stage Three Testing, may be required to submit to further evaluation and subsequent treatment at the discretion of the Medical Director.

**b. Discipline.**

- (1) **Discipline for Failure to Comply in Stage Three:** A player who fails to cooperate with testing, treatment, evaluation or other requirements imposed on him by this Policy or fails to comply with his Treatment Plan, both as determined by the Medical Director, or who has a Positive Test, will be banished from the NFL for a minimum period of one calendar year.
- (2) **Banishment:** A player banished from the NFL pursuant to subsection (1) above will be required to adhere to his Treatment Plan and the provisions of this Intervention Program during his banishment. During a player's period of banishment, his contract with an NFL club shall be tolled.

**c. Reinstatement.**

- (1) **Criteria:** After the completion of the one-year banishment period, the Commissioner, in his sole discretion, will

determine if and when the player will be allowed to return to the NFL. A player's failure to adhere to his Treatment Plan during his banishment will be a significant consideration in the Commissioner's decision of whether to reinstate a player. A player seeking reinstatement must meet certain clinical requirements as determined by the Medical Director and other requirements as set forth in Appendix B.

- (2) **Procedures After Reinstatement:** If a player is reinstated, he will remain in Stage Three for the remainder of his NFL career, subject to continued Testing and indefinite banishment. A player allowed to return to the NFL following a banishment must participate in continued treatment under this Intervention Program as required by the Medical Director.

#### **4. Notice to NFL Management Council and NFLPA.**

The NFL Management Council and the NFLPA shall be notified whenever an event occurs that will subject a player to discipline in any Intervention Stage.

#### **F. Notice.**

Players who are in any of the Intervention Stages are required to provide the Medical Advisor and the Medical Director with an address and telephone number where they can be reached at all times, and the Medical Advisor shall attempt to notify the player using the method that is reasonably calculated to provide notice to the player in a timely manner. Any notice required to be provided to a player under this Policy will be deemed to be delivered on the earlier of (1) four business days after mailing by regular mail to the address either provided by the player pursuant to this Section or maintained by the player's club, or (2) actual delivery or notice which for purposes of this Policy shall be deemed to have occurred at the time that a voice mail is left at the telephone number provided by a player or that a Federal Express or other similar means of overnight delivery, waiving signature, is delivered to the address provided by a player.

## **II. Discipline for Violation of Law Related to Substances of Abuse Other Than Alcohol.**

### **A. Additional Commissioner Discipline.**

Apart from and in addition to any other provisions of this Policy, players convicted of or admitting to a violation of law (including, within the context of a diversionary program, deferred adjudication, disposition of supervision, or similar arrangement including but not limited to *nolo contendere*) relating to use, possession, acquisition, sale, or distribution of substances of abuse other than alcohol, or conspiring to do so, are subject to appropriate discipline as determined by the Commissioner. Where appropriate, such discipline may include substantially longer suspensions than those set forth below.

### **B. Discipline for Violations of the Law.**



A player will normally be subject to discipline up to and including suspension without pay for four regular and/or post-season games for a first violation of the law related to substances of abuse other than alcohol and for six regular and/or post-season games for a second violation of the law related to substances of abuse other than alcohol. A player's treatment history may be considered by the Commissioner in determining the appropriate degree of discipline. The suspension period may be extended if medically necessary, and, if extended, may involve mandatory treatment if required by the Medical Director.

### **III. Discipline for Alcohol-Related Violations of Law or Abuse of Alcohol.**

#### **A. Abusive Consumption.**

Although alcoholic beverages are legal substances, when consumed abusively they can produce or contribute to conduct that is unlawful and threatens the health and safety of players and other persons. Such conduct is detrimental to the integrity of and public confidence in the NFL and professional football. In addition, the abusive consumption of alcoholic beverages may indicate a substance abuse problem that requires medical attention.

#### **B. Alcohol-Related Offenses.**

The Commissioner will review and may impose a fine, suspension, or other appropriate discipline if a player is convicted of or admits to a violation of the law (including within the context of a diversionary program, deferred adjudication, disposition of supervision, or similar arrangement including but not limited to *nolo contendere*) relating to the use of alcohol. Absent aggravating circumstances, discipline for a first offense will generally be a fine of two-seventeenths (2/17) of the amount in Paragraph 5 of the NFL Player Contract to a maximum of \$50,000. If the Commissioner finds that there were aggravating circumstances, including but not limited to felonious conduct or serious injury or death of third parties, and/or if the player has had prior drug or alcohol-related misconduct, increased discipline up to and including suspension may be imposed. Discipline for a second or subsequent offense is likely to be a suspension, the duration of which may escalate for repeat offenses.

### **IV. Imposition of Fines and Suspensions.**

#### **A. Fines.**

##### **1. Computation and Collection of Fines.**

- a. **Computation:** A club shall collect any player fine imposed pursuant to this Policy over the remaining pay periods of the season in which the fine is imposed in equal installments of no more than one-half of the player's gross salary; however, a player's salary shall not be reduced to such an extent that his per week take home pay would be less than \$13,000 or thirty percent (30%) of one-seventeenth (1/17) of the amount in Paragraph 5 of the NFL Player Contract whichever is lower. The amount of the fine shall be

calculated using the player's contract at the time of his failure to comply with the terms of the Policy or his last contract if not under contract to an NFL Club at the time of his failure to comply. If the incident giving rise to the fine occurs prior to the first day of the League Year, the contract for the season immediately prior to such first day of the League Year shall be used; if the incident giving rise to the fine occurs on or after the first day of the League Year, the player's contract, if any, for the season immediately following such first day of the League Year will apply. Any deferred compensation attributable to a game missed due to suspension or to a fine period shall be reduced or eliminated as appropriate. Any fines imposed for violations of this Policy shall be applied to the costs of the Policy.

- b. Split Seasons/Different Clubs:** Should a club be unable to collect the full amount of the fine during the season of its imposition, the remaining portion of the fine shall be collected the following season(s). If, at the beginning of the next regular season, the player is under contract to the same club, the remainder of the fine imposed pursuant to this Policy will be collected by said club in equal installments of no more than one-half of the player's gross salary, if necessary, for each pay period until the fine is paid in full; however, a player's salary shall not be reduced to such an extent that his per-week take home pay would be less than \$13,000 or thirty percent (30%) of one-seventeenth (1/17) of the amount in Paragraph 5 of the NFL Player Contract whichever is lower. If at the beginning of the next regular season, the player is under contract to a different club, the remainder of the fine imposed pursuant to this Policy will be collected by the new club in equal installments of one-half of the player's gross salary for each pay period until the fine is paid in full; however, a player's salary shall not be reduced to such an extent that his take home pay is less than \$13,000 or thirty percent (30%) of the amount (or pro rata amount for players playing less than a full season) in Paragraph 5 of the NFL Player Contract, whichever is lower. If, at the beginning of the next regular season, the player is not under contract to any NFL club, the remainder of the fine imposed pursuant to this Policy may be recovered from any monies still owing from the NFL, or any of its clubs, to the player, including any salary or other form of compensation remaining owed pursuant to paragraphs 5 and 24 of a prior NFL Player Contract, any deferred compensation and any termination pay, but not including severance pay.

**2. Prohibition Against Club Payment of Fine.**

No club shall be permitted to pay any fine imposed pursuant to this Policy for or on behalf of a player so fined, nor shall a club be permitted to increase such player's compensation so as to cover, in whole or in part, the total amount of the fine.

**B. Suspensions.**

**1. Suspension Procedures.**

During any suspension, the player will not receive any pay, including pay for any post-season game that he misses because of his suspension, except as provided by Article XLII, Section 4 of the CBA. Notwithstanding the foregoing, if a bye week occurs during a suspension period, the player will receive his compensation for the bye week in equal installments over the remainder of the season after expiration of his suspension for as long as he is under contract and with the club that he was under contract with at the time of the commencement of his suspension. The disciplinary period will begin on the date set in the NFL's notification to the player of his suspension, subject to any appeal. If there are fewer than the prescribed number of games remaining when the suspension begins, including any post-season games for which the club qualifies, the suspension will continue into the next regular season until the prescribed number of games has been missed.

In regard to all suspensions other than a banishment imposed pursuant to Stage Three of the Intervention Program, the player shall be eligible to participate in all off-season (not including post-season games) and pre-season club functions, training programs, practices, pre-season games and meetings, up to and including the date of the team's last pre-season game in the next NFL season. Additionally, the player shall be eligible, at the discretion of the club, to participate in all in-season club functions, training programs and meetings, but not in any in-season games or practices. Notwithstanding the foregoing, a player may not participate with his team in joint press conferences with team officials on or off club premises. A player banished pursuant to Stage Three of the Intervention Program may not participate with his club in any way except to see his Treating Clinician for treatment purposes on club property, but he must vacate the premises immediately following termination of the treatment session with the Treating Clinician. A free agent will serve his suspension as if he had a contract with a club. Any suspension period may be extended if medically necessary, and, if extended, may involve mandatory treatment if required by the Medical Director in his discretion.

**2. Post-Season Treatment of Suspension or Fine.**

Any suspension without pay imposed pursuant to the terms of this Policy shall include post-season games played by his team if, at the time of suspension, an insufficient number of games remain in the regular season to satisfy the period of suspension. Similarly, any fines remaining owed at the conclusion of the regular season will continue to be deducted from a player's post-season compensation, if any, in accordance with the provisions of subsection 1 above, except as provided below. If a player would otherwise qualify for a payment of post-season compensation pursuant to Article XLII, Section 4 of the CBA, such post-season pay shall not be affected by administrative actions imposed pursuant to the terms of this Policy.

**3. Examination in Connection With Reinstatement.**

A player seeking reinstatement from any suspension imposed under this Policy must be given a physical examination and physically cleared by the Team Substance Abuse Physician before he may participate in contact drills or in a game. Such examination shall not include drug Testing.

**V. Appeal Rights.**

Any dispute concerning the application, interpretation or administration of this Policy (hereafter "grievance") shall be resolved exclusively and finally through the following procedures.

**A. Presentation of Grievances.**

**1. Disciplinary Appeals.**

Any player who is notified by the NFL Management Council that he is subject to a fine or suspension (hereafter "discipline") for violation of the terms of this Policy may appeal such discipline directly to the Commissioner. A player must do so in writing within five (5) days of receiving notice from the NFL that he is subject to discipline. In his appeal, the player may not present grievances that have not been raised in a timely manner in accordance with this Article V, nor may he present defenses to the imposition of discipline that are the subject of "Other Appeals" set forth in Section A.2., below.

**2. Other Appeals.**

Any player who has a grievance over any aspect of the Policy other than discipline, including but not limited to claims of disparate treatment, must present such grievance to the NFLPA (with a copy to the NFL Management Council) within five (5) days of when he knew or should have known of the grievance. The NFLPA will endeavor to resolve the grievance in consultation with the NFL Management Council. Thereafter, the NFLPA may, if it determines the circumstances warrant, present such grievance to the Commissioner for final resolution. Such appeal must

be presented to the Commissioner no later than thirty (30) days after the player's presentment of the grievance to the NFLPA.

**3. Stays.**

With the sole exception of the imposition of discipline, no other requirements of this Policy will be stayed pending the outcome of an appeal.

**B. Conduct of Appeals Before the Commissioner.**

**1. Hearing.**

The Commissioner will designate a time and place for a hearing (either in person or by telephone), at which either he or his designee will preside. A player may be accompanied by counsel and present relevant evidence or testimony in support of his appeal.

**2. Effect of Pendency of Appeal.**

A fine or suspension that has been timely appealed shall not take effect until completion of the player's appeal. However, the pendency of a grievance or appeal shall not excuse a player from compliance with any other aspect of the Policy.

**3. Discovery.**

In presenting a grievance or appeal concerning this Policy, the player shall be entitled to access only the information upon which the decision to impose disciplinary action was based; however, in no event will a player have access to records or reports concerning the participation in or application of this Policy to any other player.

**4. Procedural Disputes.**

The Commissioner shall have exclusive and final authority to resolve all issues affecting the presentation of grievances and the conduct of appeals, including the timing and location of the hearing, the timeliness of grievances and appeals, access to information, and the relevance of evidence. All issues affecting the presentation of grievances and the conduct of appeals (including disputes over discovery issues) that are known to either party to an appeal hearing must be resolved at least 48 hours prior to the commencement of the appeal hearing. Notwithstanding the foregoing, the player or his representative may argue such other issues if they become known to him after the time for resolution set forth above.

**5. Witnesses.**

Any professional who interacts with a player pursuant to the terms of this Program, including, but not limited to a Treating Clinician, an Evaluating Clinician, an authorized specimen collector, or a consulting psychiatrist, may not testify at an

appeal hearing unless the professional will testify as to matters that only the professional has substantial knowledge. A player or his representative desirous of having a professional testify at a hearing must proffer to (i) the Medical Advisor in the case of a specimen collector or (ii) the Medical Director in the case of any other professional, the testimony that the professional is going to give and an explanation of why that professional is the only one who has substantial knowledge of that information. After the proffer, the Medical Advisor or the Medical Director, depending on to whom the proffer was made, shall determine whether to permit the professional to testify, but only after consulting with the Program's counsel and the Management Council and the NFLPA. The player and/or his representative may not communicate with any professional who interacts with the player pursuant to the terms of this program unless it is determined that the professional may testify at the appeal hearing.

**6. Issues on Appeal, Witnesses, and Evidentiary Documents.**

At least 96 hours prior to the hearing, the player or his representatives must present a statement of issues known to the player or his representatives at that time to be argued on appeal. Notwithstanding the foregoing, the player or his representatives may argue such other issues if they become known to him after submission of the statement of issues. Additionally, each side must present to the other a list of witnesses who are to testify at the appeal hearing and copies of evidentiary documents that they intend to introduce at the appeal hearing at least 96 hours prior to the appeal.

**7. Commissioner Determination.**

Within a reasonable period of time, following the hearing, the Commissioner will issue a written decision which will constitute a full, final, and complete disposition of the appeal and which will be binding on all parties.

**VI. Miscellaneous.**

**A. Alcoholic Beverages and NFL Club Responsibility.**

Alcoholic beverages are prohibited in club locker rooms. Clubs are responsible for taking appropriate measures to prevent abuse of alcohol on team flights to and from games.

## **APPENDIX A**

### **Collection Procedures**

Upon reporting to the collection site, a player shall be required to produce a government issued photo ID. Once identification is completed, the player will be asked to break through a heat-sealed plastic bag containing a urine specimen cup. To prevent evasive conduct, the player will then furnish a urine specimen under observation by a member of the collection team. Thereafter, in the presence of the player, the integrity seal on a sealed collection kit will be broken. This kit will be used to store and ship his urine specimen. The player will be asked to verify that the collection kit was sealed. After affording the player the opportunity to observe, the specimen will be split between an "A" bottle and a "B" bottle, and resealed with security seals. The player will be asked to sign the chain-of-custody form.

In the pre-season collection process, the player's urine specimen will be divided between two different Testing kits – one for anabolic steroid Testing and one for substances of abuse Testing.

Once the bottles for substances of abuse have been sealed and the chain-of-custody form has been completed, the bottles will be inserted into containers and placed back into the kit. The kit will then be sealed and sent by Federal Express or similar carrier to the Testing laboratory.

All bottles will be identified by a control identification number. The number on the bottles will be the same as the number on the chain-of-custody form. The Testing laboratories will be unable to associate any specimen with an individual player.

APPENDIX A-1

**PROCEDURES FOR DILUTE SPECIMENS**

The National Football League Players Association and the National Football League Management Council have agreed that, effective May 1, 2006, the following procedures and standards will be used to determine whether a “dilute” specimen is the equivalent to a Positive Test under Section I.C.3.f of the NFL Policy and Program for Substances of Abuse (“Program”).

1. A dilute specimen will be tested to the “limits of detection” to determine if there is a presence of any substance banned by the Program or by an individual player’s treatment plan. The presence of such substance, when the specimen is tested to the “limits of detection,” shall be referred to as an “LOD Positive”; the absence of such substance shall be referred to as an “LOD Negative.”
2. Any player who provides a dilute specimen during Pre-Employment Testing (Section I.C.1.a) or Pre-Season Testing (Section I.C.1.b) shall enter Stage One of the Intervention Program, as follows:
  - a. Players who provide a dilute urine specimen that is an LOD Positive shall enter Stage One of the Intervention Program by Positive Test (Section I.D.1.a);
  - b. Players who provide a dilute urine specimen that is an LOD Negative shall enter Stage One of the Intervention Program by Behavior ( Section I.d.1.b)
3. A player who is in either Stage Two or Stage Three of the Intervention Program and provides a dilute urine specimen that is an LOD Positive shall be deemed to have had a Positive Test.
4. Each time a player enters the Intervention Program, he will be warned the first time he provides a dilute specimen that is LOD Negative after being advanced to Stage Two; however, after this one warning, a player in Stage Two or Stage Three who provides another dilute specimen that is LOD Negative shall be deemed to have produced a Positive Specimen.
5. “B” bottle testing shall not be afforded to players who provide a dilute specimen that results in a dilute warning.

**Dress Code: The player’s dress code for NFL drug testing is BARE ABOVE THE KNEES. No shirts or other upper body garments are to be worn for a test and all lower body garments are to be lowered to the knees.**



## APPENDIX B

### **Procedures for Making Application for Reinstatement by a Player Banned Under Stage Three of the Intervention Program**

Any player who has been suspended under Stage Three may apply formally in writing for reinstatement no sooner than 60 days before the one-year anniversary date of the letter so suspending him.

The application should include all pertinent information about the player's

- (a) Treatment;
- (b) Abstinence from substances of abuse throughout the entire period of his suspension;
- (c) Involvement with any substances of abuse related incidents; and
- (d) Arrests and/or convictions for any criminal activity, including substances of abuse related offenses.

Set forth below are the procedures to be used when an application is received by the Commissioner.

1. Within 45 days of receipt of the application, the player will be interviewed by the Medical Director and the Medical Advisor after which a recommendation will be made to the Commissioner with regard to the player's request for reinstatement.
2. The player will execute appropriate medical release forms that will enable the Commissioner's staff and NFLPA Executive Director's staff to review the player's substance abuse history, including but not limited to attendance at counseling sessions (individual, group and family); attendance at 12-step and other self-help group meetings; periodic progress reports; and all diagnostic findings and treatment recommendations.
3. The player will submit to urine Testing by an NFL representative at a frequency determined by the Medical Advisor.
4. The player will agree in a meeting with the Commissioner or his representative(s) to comply with the conditions imposed by the Commissioner for his reinstatement to the status of an active player.
5. All individuals involved in the process will take steps to enable the Commissioner to render a decision within 60 days of the receipt of the application.

**APPENDIX C**

**Addresses and Phone Numbers**

**Medical Advisor**

Lawrence S. Brown, M.D.  
229A Carroll Street  
Brooklyn, NY 11231

Business Phone: 718-522-7363  
Business Fax: 718-596-5666  
Email: [nflbrown@aol.com](mailto:nflbrown@aol.com)

**Medical Director**

J. Richard Spatafora, M.D.  
600 North McClung Court  
Suite 4411A  
Chicago, IL 60611

312-915-0974  
[nfljrs@gmail.com](mailto:nfljrs@gmail.com)

**Administrator**

ERM Associates, Inc.  
Suite C  
221 Mount Hermon Road  
Scotts Valley, CA 95066

Business Phone: 1-800-880-2376  
Business Fax: 831-430-1533  
[wcb Berm@gmail.com](mailto:wcb Berm@gmail.com)

**APPENDIX D**

A Player who is suspended under this Policy shall forfeit and return to his Club (or forego entitlement to unpaid portions of) the proportionate amount of his signing bonus corresponding to the period of the suspension; provided that, if (a) the suspension is for a period of one year or more, (b) the Player's Contract is tolled during such suspension, and (c) the Player subsequently performs under the Contract during the extended period that results from the tolling, then the Player shall earn back the proportionate amount of forfeited or forgone signing bonus for the extended period in which he performs. For purposes of this Section, "proportionate amount" means  $1/17^{\text{th}}$  of the signing bonus allocation for each regular season week or regular season game missed per League Year covered by the suspension, or  $1/17^{\text{th}}$  of the forfeited or forgone signing bonus allocation for each regular season week or regular season game subsequently played per extended year of the Player's Contract, in the case of a Player earning back previously forfeited or forgone signing bonus.

By way of example, without limitation on any other example, if a Player with a four-year Player Contract for the 2006-2009 League Years that contains a signing bonus of \$4 million is suspended for the 2007 and 2008 League Years for violation of the Policy, then the Player would forfeit and return to his Club \$2 million in signing bonus allocation (\$1 million for the 2007 League Year and \$1 million for the 2008 League Year). If, after performing under the Player Contract in the 2009 League Year, the Player then performed one of his previously tolled years in the 2010 League Year, he would earn back \$1 million. If the Player then performed for eight games of the second of his previously tolled years in the 2011 League Year and then retired, he would earn back an additional \$470,588 ( $8/17 \times \$1$  million).

**APPENDIX E**

**ABUSE OF PRESCRIPTION AND  
OVER-THE-COUNTER DRUGS**

Under the Policy, the abuse of prescription and over-the-counter drugs is prohibited.

*Abuse of prescription drugs is defined as either:*

- a. the use of a prescription drug without a prescription issued to the player by a licensed healthcare provider; or*
- b. the use of a prescription drug issued to the player by a licensed healthcare provider more than thirty (30) days after the expiration date of the prescription.*

*Abuse of over-the-counter drugs is defined as the use of an over-the-counter drug in disregard for the directions for use.*

The NFL and NFL Players Association have agreed that, effective July 15, 2009, the following will apply with respect to positive test results based on the impermissible use of these drugs:

1. Any player who tests positive due to the abuse of a prescription or over-the-counter drug during Pre-Employment Testing (Section I.C.1.a) or Pre-Season Testing (Section I.C.1.b) shall enter Stage One of the Intervention Program by Behavior pursuant to Section I.D.1.b.
2. A player who is in the Intervention Program and who tests positive a *first* time due to the abuse of a prescription or over-the-counter drug will be eligible for a reduction from the applicable discipline unless his entry into the Intervention Program was due to the abuse of a prescription or over-the-counter drug.
3. A player who tests positive a *second* time due to the abuse of a prescription or over-the-counter drug shall not be eligible for a reduction in discipline.



**NFL PLAYERS**  
ASSOCIATION

## **NATIONAL FOOTBALL LEAGUE**

### **POLICY ON ANABOLIC STEROIDS AND RELATED SUBSTANCES**

**as Agreed by the  
National Football League Players Association  
and the  
National Football League Management Council  
on  
June 1, 2014**

060114

**NATIONAL FOOTBALL LEAGUE POLICY  
ON ANABOLIC STEROIDS AND RELATED SUBSTANCES**

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**NATIONAL FOOTBALL LEAGUE POLICY  
ON ANABOLIC STEROIDS AND RELATED SUBSTANCES**

**1. General Statement of Policy**

The National Football League prohibits the use of anabolic/androgenic steroids (including exogenous testosterone), stimulants, human or animal growth hormones, whether natural or synthetic, and related or similar substances. (See Appendix A). For convenience, these substances, as well as masking agents or diuretics used to hide their presence, will be referred to as “Prohibited Substances”.<sup>1</sup> These substances have no legitimate place in professional football. This policy specifically means that:

- **PLAYERS** may not, under any circumstances, have Prohibited Substances in their systems or supply or facilitate the distribution of Prohibited Substances to other players.
- **COACHES, TRAINERS, OR OTHER CLUB PERSONNEL** may not condone, encourage, supply, or otherwise facilitate in any way the use of Prohibited Substances.
- **TEAM PHYSICIANS** may not prescribe, supply, or otherwise facilitate a player’s use of Prohibited Substances.
- **All PERSONS**, including players, are subject to discipline by the Commissioner for violation of this Policy or of laws relating to possession and/or distribution of Prohibited Substances, or conspiracy to do so.

The League’s concern with the use of Prohibited Substances is based on three primary factors.

*First*, these substances threaten the fairness and integrity of the athletic competition on the playing field. Players use these substances for the purpose of becoming bigger, stronger, and faster than they otherwise would be. As a result, their use threatens to distort the results

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<sup>1</sup> An illustrative list of Prohibited Substances (see Appendix A) is attached to this Policy. Please note that, in addition to the substances specifically named, other categories and related substances can also violate the Policy.

of games and League standings. Moreover, players who do not wish to use these substances may feel forced to do so in order to compete effectively with those who do. This is obviously unfair to those players and provides sufficient reason to prohibit their use.

*Second*, the League is concerned with the adverse health effects of using Prohibited Substances. Although research is continuing, steroid use has been linked to a number of physiological, psychological, orthopedic, reproductive, and other serious health problems, including heart disease, liver cancer, musculoskeletal growth defects, strokes, and infertility.

*Third*, the use of Prohibited Substances by NFL players sends the wrong message to young people who may be tempted to use them. High school and college students are using these substances with increasing frequency, and NFL players should not by their own conduct suggest that such use is either acceptable or safe, whether in the context of sports or otherwise.

The NFL Player Contract specifically prohibits the use of drugs in an effort to alter or enhance performance. The NFL Player Contract and the League's Constitution and Bylaws require each player to avoid conduct detrimental to the NFL and professional football or to public confidence in the game or its players. The use of Prohibited Substances violates both these provisions. In addition, the Commissioner is authorized to protect the integrity of and public confidence in the game. This authorization includes the authority to forbid use of the substances prohibited by this Policy.

## **2. Administration of the Policy**

As agreed in the 1993 Collective Bargaining Agreement, the program is conducted under the auspices of the NFL Management Council. The program will be directed by the Independent Administrator on Anabolic Steroids and Related Substances ("Independent Administrator"). The Independent Administrator shall have the sole discretion to make determinations regarding the method by which players will be subjected to testing each week; selecting which players will be tested each week; deciding when tests will be administered; determining the number and frequency of reasonable cause tests to be administered (subject to the collectively-bargained maximum of 24 tests per player per year); determining the number and timing of offseason tests to be administered (subject to the collectively-bargained maximum of 6 tests per player); analyzing test results data over



time; conducting medical evaluations associated with the possible use of prohibited substances; granting “therapeutic use exemptions;” communicating with, instructing, and overseeing the work of the independent specimen collection group; deciding whether there is credible evidence that a player has failed to cooperate with testing, attempted to dilute, tamper with, or substitute a specimen to defeat testing, or otherwise violated protocols; and certifying violations for disciplinary or administrative action. In addition, he will make himself available for consultation with players and Club physicians; oversee the development of educational materials; participate in research on steroids; confer with the Consulting Toxicologist;<sup>2</sup> and serve on the League’s Advisory Committee on Anabolic Steroids and Related Substances.<sup>3</sup>

Neither the NFL, the NFLPA, nor any NFL Member Club directs the specific testing schedule, decides which players will be tested, or influences the Independent Administrator’s determination whether a potential violation has occurred and should be referred for further action.

### **3. Testing for Prohibited Substances**

#### **A. Types of Testing**

All testing of NFL players for Prohibited Substances, including any pre-employment testing, is to be conducted pursuant to this Policy. All specimens will be collected by an authorized specimen collector and tested at the appropriate laboratory (see Section 3D below). As is the case in the employment setting, players testing positive in a pre-employment setting will be subject to medical evaluation and clinical monitoring as set forth in Sections 3A, 4C and 12, and to the disciplinary steps outlined in Section 6.

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<sup>2</sup> The Consulting Toxicologist on Anabolic Steroids and Related Substances (“Consulting Toxicologist”) will consult on testing procedures and results, laboratory quality, and other issues referred to him by the Independent Administrator. For more information, see Appendix B (“Personnel”).

<sup>3</sup> The Advisory Committee on Anabolic Steroids and Related Substances is appointed by the Commissioner and chaired by the Independent Administrator.

Testing will take place under the following circumstances:

**Pre-Employment:** Pre-employment tests may be administered to free agent players (whether rookies or veterans). In addition, the League will conduct tests at its annual timing and testing sessions for Draft-eligible football players.

**Annual:** All players will be tested for Prohibited Substances at least once per League Year. Such testing will occur at training camp or whenever the player reports thereafter, and will be deemed a part of his preseason physical.

**Preseason/Regular Season:** Each week during the preseason and regular season, ten (10) players on every team will be tested. By means of a computer program, the Independent Administrator will randomly select the players to be tested from the Club's active roster, practice squad list, and reserve list who are not otherwise subject to ongoing reasonable cause testing for steroids. The number of players selected for testing on a particular day will be determined in advance on a uniform basis. Players will be required to test whenever they are selected, without regard to the number of times they have previously been tested.

**Postseason:** Ten (10) players on every Club qualifying for the playoffs will be tested periodically so long as the Club remains active in the postseason. Players to be tested during the postseason will be selected on the same basis as during the regular season.

**Off-Season:** Players under contract who are not otherwise subject to reasonable cause testing may be tested during the off-season months up to 6 times at the discretion of the Independent Administrator. Players to be tested in the off-season will be selected on the same basis as during the regular season, irrespective of their off-season locations. Any player selected for testing during the off-season will be required to furnish a urine specimen at a convenient location acceptable to the Independent Administrator. Only players who advise in writing that they have retired from the NFL will be removed from the pool of players who may be tested. If, however, a player thereafter signs a contract with a Club, he will be placed back in the testing pool.

**Reasonable Cause Testing For Players With Prior Positive Tests Or Under Other Circumstances:** Any player testing positive for a Prohibited Substance, including players testing positive in college or at a scouting combine session, or with otherwise documented prior steroid involvement, will be subject to ongoing reasonable cause testing at a frequency determined by the Independent Administrator. Such players will be subject to ongoing reasonable cause testing both in-season and during the off-season. Reasonable cause testing may also be required when, in the opinion of the Independent Administrator, available information provides a reasonable basis to conclude that a player may have violated the Policy or may have a medical condition that warrants further monitoring. (See Section 12.)

#### **B. Testing Procedures**

In-season tests will ordinarily be conducted on two days each week, and each player to be tested will be notified on the day of the test. On the day of his test, the player will furnish a urine specimen to the authorized specimen collector. To prevent evasive techniques, all specimens will be collected under observation by an authorized specimen collector. Specimens will be shipped in collection bottles with tamper-resistant seals. Each bottle will be identified by a control identification number, not by the player's name. The player will be given an opportunity to witness the procedure and to sign the chain-of-custody form.

For more detailed information, see Appendix C ("Collection Procedures").

#### **C. Failure or Refusal to Test/Efforts to Manipulate Specimen or Test Result**

An unexcused failure or refusal to appear for required testing, or to cooperate fully in the testing or evaluation process, will warrant disciplinary action. Any effort to substitute, dilute or adulterate a specimen, or to manipulate a test result to evade detection will be considered a violation of the Policy and likely will result in more severe discipline than would have been imposed for a positive test.

#### **D. Testing Laboratories**

The Independent Administrator will determine the most appropriate laboratory or laboratories to perform testing under the Policy. Currently, the UCLA Olympic Analytical Laboratory in Los Angeles and the Sports Medicine Research and Testing Laboratory in Salt Lake City have been approved to analyze specimens collected for Prohibited Substances. These laboratories have been accredited by ISO and the World Anti-Doping Association for anti-doping analysis, and perform testing for the NCAA, the United States Anti-Doping Agency and other sports organizations.

Screening and confirmatory tests will be done on state-of-the-art equipment and will principally involve use of GC/MS or LC/MS equipment. In addition, testing will be done for masking agents (including diuretics) as appropriate.

#### **E. Unknowing Administration of Prohibited Substances**

Players are responsible for what is in their bodies, and a positive test result will not be excused because a player was unaware that he was taking a Prohibited Substance. If you have questions or concerns about a particular dietary supplement or other product, you should contact Dr. John Lombardo at (614) 442-0106. As the Independent Administrator, Dr. Lombardo is authorized to respond to players' questions regarding specific supplements. **Having your Club's medical or training staff approve a supplement will not excuse a positive test result.**

#### **4. Procedures In Response to Positive Tests or Other Evaluation**

(See Appendix D for a full outline of procedures normally followed after a positive test result.)

##### **A. Notification**

Once a positive result is confirmed, the Independent Administrator will notify the player. Following confirmation of the positive result by "B" bottle analysis and review by the Consulting Toxicologist, the Independent Administrator will notify the player, the Management Council and the Players Association.

##### **B. Re-Test of Split Sample**

Unless waived, any player testing positive from the first or “A” bottle will be afforded a test of the other portion of his specimen from the second or “B” bottle.

The player may not be present for the “B” test; however, except for pre-employment tests, at the player’s request and expense the “B” test may be observed by a qualified toxicologist not affiliated with a commercial laboratory. The “B” test will be performed at the same laboratory that did the original test according to the procedures used for the original test and by a technician other than the one performing the original confirmation test on the “A” bottle. The player will be notified of the results as soon as practicable.

### **C. Medical Evaluation**

A medical examination such as outlined in Appendix E may be required of any player who tests positive. The Independent Administrator will arrange for the evaluation, and the results of this evaluation will be reported to the player, the Independent Administrator, and the Club physician. If medical treatment (including counseling or psychological treatment) is deemed appropriate, it will be offered to the player. Players with a confirmed positive test result will also be placed on reasonable cause testing at a frequency to be determined by the Independent Administrator.

The player is responsible for seeing that he complies with the arrangements of the Independent Administrator for an evaluation as soon as practicable after notification of a positive test. This requirement is in effect throughout the year.

## **5. Discipline for Violation of Law**

Players or other persons within the NFL who: are convicted of or otherwise admit to a violation of law (including within the context of a diversionary program, deferred adjudication, disposition of supervision, or similar arrangement) relating to use, possession, acquisition, sale, or distribution of steroids, growth hormones, stimulants or related substances, or conspiring to do so; or are found through sufficient credible evidence (*e.g.*, authenticated medical or pharmacy records indicating receipt or use of banned substances; corroborated law enforcement reports) to have used, possessed or distributed performance-enhancing substances, are subject to discipline by the Commissioner, including suspension or, if appropriate, termination of the individual’s affiliation with an NFL Club. Any suspension shall be without pay and served as set forth below. Longer suspensions may be imposed for repeat

offenders. In addition, players violating this Policy by a violation of law will be appropriately placed or advanced within the three-step program. In this respect, players are reminded of federal legislation which criminalizes possession and distribution of steroids. (See Appendix H.)

## 6. Suspension and Related Discipline

Players with a confirmed positive test result will be subject to discipline by the Commissioner as outlined in the Policy below.

**Step One:** The first time a player violates this Policy by testing positive; attempting to substitute, dilute or adulterate a specimen; manipulating a test result; or by violation of law (see Section 5), he will be suspended without pay for a minimum of four regular and/or postseason games. The suspension will begin on the date set in the League's notification to the player of his suspension, subject to any appeal (see Section 10). If fewer than four games remain in the season, including any postseason games for which the Club qualifies, the suspension will carry over to the next regular season, until a total of four regular and/or postseason games have been missed.

If the imposition of a player's suspension occurs prior to or during the preseason, the player will be permitted to engage in all preseason activities. Upon the posting of final rosters, however, he will be suspended for four regular-season games.

In addition, the player will be subject to evaluation and counseling if, in the opinion of the Independent Administrator, such assistance is warranted.

**Step Two:** The second time a player violates this Policy by testing positive; attempting to substitute, dilute or adulterate a specimen; manipulating a test result; or by violation of law (see Section 5), he will be suspended without pay for a minimum of eight regular and/or postseason games. The suspension will begin on the date set in the League's notification to the player of his suspension, subject to any appeal (see Section 10). If there are fewer than eight regular and/or postseason games remaining in the season, including any postseason games for which the Club qualifies, the suspension will continue into the next regular season until a total of eight regular and/or postseason games have been missed.

**Step Three:** The third time a player violates the Policy by testing positive; attempting to substitute, dilute or adulterate a specimen; manipulating a test result; or by violation of law (see Section 5), he will be suspended without pay for a period of at least 12 months, subject to any appeal (see Section 10). Such a player may petition the Commissioner for reinstatement after 12 months. Reinstatement, and any terms and conditions thereof, shall be matters solely within the Commissioner's sound discretion.

Players who are suspended under this Policy will be placed on the *Reserve/Commissioner Suspension* list. During the period that he is suspended (subject to the preseason activities permitted for Step One violations), the player will not be paid, nor may he participate in team activities, use the Club's facilities or have contact with any Club officials except to arrange off-site medical treatment.

In addition to the suspension imposed on him, any player suspended for a violation of the Policy will be ineligible for selection to the Pro Bowl, or to receive any other honors or awards from the League or the NFL Players Association, for the season in which the violation is upheld (*i.e.*, following any appeals) and in which the suspension is served.

## **7. Procedures Regarding Testosterone**

The Independent Administrator is authorized to subject a percentage of all specimens to Carbon Isotope Ratio (CIR) testing to detect the use of exogenous testosterone.

If the introduction of testosterone or the use or manipulation of any other substance results in increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 4:1, the test will be considered presumptively positive. Tests showing a ratio greater than 10:1 will be considered conclusively positive. Notwithstanding, when information available to the Independent Administrator suggests but is not conclusive of testosterone use, the Independent Administrator may require the player to submit to ongoing reasonable cause testing and shall order other medical procedures including Carbon Isotope Ratio Testing or other diagnostic tests to confirm whether exogenous testosterone has been used in violation of the Policy. In addition, the Independent Administrator will be entitled to review any available past and/or current medical or testing records.

In addition, the use of epitestosterone to lower a player's T:E ratio is prohibited. When such

use is detected or reasonably suspected by the Independent Administrator, additional diagnostic tests may be required if the Independent Administrator deems it necessary. If a player's epitestosterone level exceeds 200 ng/mL, it will be considered a positive test result regardless of the player's T:E ratio.

If on the basis of such follow-up tests, records, prior or subsequent test results, discussions with the player, or other studies, the Independent Administrator subsequently concludes that the test results do in fact reflect the player's use of steroids, the player will be subject to discipline according to the terms of the Policy. Such discipline may be imposed within the season of the year in which the positive test occurred, or, if the Independent Administrator prescribes follow-up measures that entail delay in the final determination, in a subsequent season.

## **8. Masking Agents and Supplements**

The use of so-called "blocking" or "masking" agents is prohibited by this Policy. These include diuretics or water pills, which have been used in the past by some players to reach an assigned weight.

In addition, a positive test will not be excused because it results from the use of a dietary supplement, rather than from the intentional use of a Prohibited Substance. Players are responsible for what is in their bodies. For more information concerning dietary supplements, see Appendix F.

## **9. Examination in Connection with Reinstatement**

Before a player is reinstated following a suspension, he must test negative for all Prohibited Substances under this policy in order to be approved for return to play by the Independent Administrator. In addition, the player must be examined and approved as fit to play by the Club physician before he may participate in contact drills or in a game.

## **10. Appeal Rights**

As is more fully outlined in Appendix D, any player who is notified by the League Office that he is subject to discipline for a violation of this Policy is entitled to an appeal.



The League will designate a time and place for a hearing, at which either the Commissioner or his designee will preside as Hearing Officer. The player may be accompanied by counsel and may present relevant evidence or testimony in support of his appeal. Additionally, the NFL Players Association may attend and participate notwithstanding the player's use of other representation.

After the record has been closed, the Hearing Officer will issue a written decision, which will constitute a full, final, and complete disposition of the appeal and which will be binding on all parties. (If appropriate, a summary ruling may be issued followed by a formal written decision as time permits.) Pending completion of this appeal, the suspension or other discipline will not take effect.

#### **11. Burdens and Standards of Proof; Discovery**

Upon appeal of a positive test result, the League shall have the initial burden to establish a prima facie violation of the Policy, and the specimen collectors, Independent Administrator, Consulting Toxicologist and testing laboratories will be presumed to have collected and analyzed the player's specimen in accordance with the Policy. The player may, however, rebut that presumption by establishing that a departure from the Policy's stated protocols occurred during the processing of his specimen. In such case, the League shall have the burden of establishing that the departure did not materially affect the validity of the positive test or other violation.

In presenting an appeal under this Policy, the player shall be entitled to access to only the information upon which the disciplinary action was based; in no event shall a player have access to records, reports or other information concerning the application of this Policy to any other player. Notwithstanding, this provision does not limit the Players Association's access to appropriate information concerning all violations under this Policy.

#### **12. Reasonable Cause Testing**

Reasonable cause testing procedures are more fully outlined in Section 3A of the Policy.

No Club may require any player to submit to reasonable cause testing without the agreement of both the team physician and the Independent Administrator.

In addition, players on reasonable cause testing may be removed from their Club's active roster and placed in the category of *Reserve/Non-Football Illness* if, after consultation with the Club physician, it is the Independent Administrator's opinion that such a step is medically necessary.

### **13. Confidentiality**

#### **A. Scope**

The confidentiality of players' medical conditions and test results will be protected to the maximum extent possible, recognizing that players who are disciplined for violating this Policy will come to the attention of and be reported to the public and the media.

#### **B. Discipline for Breach of Confidentiality**

Any Club or Club employee that publicly divulges, directly or indirectly, information concerning positive tests or other violations of this Policy (including numerical summaries or specific names of persons) or otherwise breaches the confidentiality provisions of this Policy is subject to a fine of up to \$500,000 by the Commissioner.

### **14. Bonus Forfeiture**

The computation of the amount a player must forfeit and return to his Club as a result of violating this Policy is set forth in Appendix J of the Policy.

### **15. Eligibility of Persons Suspended by Other Organizations**

Any person who has been suspended from competition by a recognized sports testing organization based on: (a) a positive test result reported by a World Anti-Doping Agency accredited laboratory for a substance banned under this Policy; (b) an effort to substitute, manipulate or otherwise fail to cooperate fully with testing; or (c) a violation of law or admission involving the use of steroids or other performance-enhancing substances, shall be permitted to enter into an NFL Player Contract or Practice Contract. Such person, however, will be placed on reasonable cause testing and will be immediately advanced to Step Two of

the Policy subject to a minimum eight-game suspension upon subsequent violation.

## APPENDIX A

**List of Prohibited Substances**

The following substances and methods are prohibited by the National Football League:

**I. ANABOLIC AGENTS****A. ANABOLIC/ANDROGENIC STEROIDS:**

<b><u>Generic Name</u></b>	<b><u>Brand Names (Examples)</u></b>
Androstenediol	Androstederm
Androstenedione	Androstan, Androtex
1-Androstenediol	1-AD
1-Androstenedione	---
Bolandiol	---
Bolasterone	Myagen
Boldenone	Equipoise, Parenabol
Boldione	---
Calusterone	---
Clostebol	Turinabol, Steranabol
Danazol	Cyclomen, Danatrol
Dehydrochloromethyltestosterone	Oral-Turinabol
Dehydroepiandrosterone	DHEA
Desoxymethyltestosterone	DMT, Madol
Dihydrotestosterone	DHT, Stanolone
Drostanolone	Drolban
Ethylestrenol	Maxibolin, Orabolin
Fluoxymesterone	Halotestin
Formebolone	Esiclene, Hubernol
Furazabol	Miotolon
Gestrinone	Tridomose
17-Hydroxypregnenedione	---
17-Hydroxyprogesterone	---
Hydroxytestosterone	---
Mestanolone	---
Mesterolone	Proviron
Methandienone	Danabol, Dianabol
Methandriol	Androdiol
Methandrostenolone	Dianabol
Methenolone	Primobolan
Methyltestosterone	Metandren
Methyl-1-testosterone	MIT

I. *Anabolic/Androgenic Steroids (cont'd)*

<b><u>Generic Name</u></b>	<b><u>Brand Names (Examples)</u></b>
7 $\alpha$ -Methyl-19-nortestosterone	MENT
Methylnortestosterone	---
Methyltrienolone	---
Metribolone	---
Mibolerone	Testorex
19-Norandrostenediol	19-Diol
19-Norandrostenedione	19 Nora Force
Norbolethone	Genabol
Norclostebol	---
Norethandrolone	Nilevar
Normethandrolone	---
19-Nortestosterone (Nandrolone)	Deca-Durabolin
Oxabolone	---
Oxandrolone	Anavar, Lonovar
6-Oxoandrosterone	6-Oxo
Oxymesterone	Oranabol
Oxymetholone	Anadrol
Prostanazol	---
Quinbolone	Anabolicum Vister
Progesterone	---
Stanozolol	Stromba, Winstrol
Stenbolone	---
Testosterone	Andronate
1-Testosterone	---
Tetrahydrogestrinone	THG
Trenbolone	Finaject

*and related substances*

## B. HORMONES:

<b><u>Generic Name</u></b>	<b><u>Brand Names (Examples)</u></b>
Human Growth Hormone (hGH)	Saizen, Humatrope, Nutropin AQ
Animal Growth Hormones	---
Human Chorionic Gonadotropin (hCG)	Novarel, Menotropins
Insulin Growth Factor (IGF-1)	---
Erythropoietin (EPO)	---

*and related substances*

I. Anabolic/Androgenic Steroids (cont'd)

C. BETA-2-AGONISTS (Clenbuterol, etc.)

D. ANTI-ESTROGENIC AGENTS:

<b><u>Generic Name</u></b>	<b><u>Brand Names (Examples)</u></b>
Aminoglutethimide	Cytadren
Anastrozole	Arimidex
Clomiphene	Clomid
Cyclofenil	---
Exemestane	Aromastin
Fadrozole	Afema
Formestane	Lentaron
Fulvestrant	Faslodex
Letrozole	Femara
Raloxifene	Evista
Tamoxifen	---
Testolactone	Teslac
Toremifene	Acapodene
Vorazole	Rivizor

## II. MASKING AGENTS

### A. DIURETICS

<u>Generic Name</u>	<u>Brand Names (Examples)</u>
Acetazolamide	Amilco
Amiloride	Midamor
Bendroflumethiazide	Aprinox
Benzthiazide	Aquatag
Bumetanide	Burine
Canrenone	---
Chlorothiazide	Diuril
Chlorthalidone	---
Cyclothiazide	Anhydron
Ethacrynic Acid	Edecrin
Flumethiazide	---
Furosemide	Lasix
Hydrochlorothiazide	Aprozide
Hydroflumethiazide	Leodrine
Indapamide	Lozol, Natrilix
Methyclothiazide	Aquatensen
Metolazone	Zaroxolyn
Polythiazide	Renese
Probenecid	Benemid
Quinethazone	Hydromox
Spironolactone	Aldactone
Triamterene	Jatropur, Dytac
Trichlormethiazide	Anatran

*and related substances*

### B. EPITESTOSTERONE

### C. PROBENECID

### D. FINASTERIDE (Propecia, Proscar)

### III. CERTAIN STIMULANTS

<u>Generic Name</u>	<u>Brand Names (Examples)</u>
Amphetamine	Greenies, Speed, Adderall
Ephedrine	Ma Huang, Chi Powder
Fenfluramine	Phen-Fen, Redux
Methamphetamine	---
Methylephedrine	---
Methylphenidate	Ritalin, Daytrana, Metadate, Methylin
Modafinil	Provigil
Norfenfluramine	---
Pseudoephedrine *	Sudafed, Actifed
Phentermine	Fastin, Adipex, Ionamin
Synephrine	Bitter Orange, Citrus Aurantium

\* Except as properly prescribed by Club medical personnel.

### IV. DOPING METHODS

Introduction of a Prohibited Substance into the body by any means, including but not limited to the introduction of a Prohibited Substance, or the ingestion or injection of a supplement or other product containing a Prohibited Substance.

Pharmacological, chemical or physical manipulation by, for example, catheterization, urine substitution, tampering, or inhibition of renal excretion by, for example, probenecid and related compounds.



**APPENDIX B**

**Personnel**

The Independent Administrator of the NFL Policy on Anabolic Steroids and Related Substances is Dr. John Lombardo, who is currently Medical Director of the Max Sports Medicine and Clinical Professor in the Department of Family Medicine at the Ohio State Medical School. He also was previously a member of the faculty at the Sports Medicine Center of the Cleveland Clinic and has served as team physician to the Cleveland Cavaliers of the NBA and as an adviser on steroid issues to both the NCAA and the Olympic Committee.

The Consulting Toxicologist on Anabolic Steroids and Related Substances is Dr. Bryan Finkle, a pharmacologist and toxicologist with more than fifty years' experience in forensic science and more than twenty years in the toxicology of sports medicine and anti-doping laboratory science. He was formerly on the faculty at the University of Utah, colleges of Pharmacy and Medicine and Director of the Center for Human Toxicology. Dr. Finkle serves as President and Chairman of the Board of the Sports Medicine, Research and Testing Laboratory and as consultant to the United States Anti-Doping Agency, the World Anti-Doping Agency and the International Olympic Committee. He also serves on the scientific advisory board of the Partnership for Clean Competition and NFL/NFLPA foundations in support of research and education related to anti-doping issues.

**APPENDIX C**

**Collection Procedures**

Upon reporting to the collection site, the player to be tested shall be required to produce a government-issued photo ID. Once his identity is confirmed, the player will be given the opportunity to select a sealed urine specimen cup. The player will furnish a urine specimen under observation by an authorized specimen collector. Thereafter, the player will be given the opportunity to select a sealed collection kit which will be used to store and ship his urine specimen. In the player's presence, the specimen will be split between an "A" bottle and a "B" bottle and sealed with security seals. The specimen collector will note any irregularities concerning the specimen, following which the player will be given the opportunity to sign the chain-of-custody form.

Once the bottles have been sealed and the chain-of-custody form has been completed, the bottles will be inserted into containers and placed back into the kit. The kit will then be sealed and sent by Federal Express or similar carrier to the appropriate testing laboratory.

All bottles will be identified by a control identification number. The number on the bottles will be the same as the number on the chain-of-custody form. The testing laboratories themselves will be unable to associate any specimen with an individual player.

**APPENDIX D**

**Procedures Following Positive or Presumptively Positive Tests**

The following will outline the procedures to be used following the testing laboratory's notification to the Independent Administrator of a positive "A" test:

**A. Standard Tests**

1. The Independent Administrator will match the control identification number with the player's name, and will then notify the player in writing of the positive result and request that the player call him to discuss the result.
2. If the player wishes to have the "B" sample test observed by a qualified toxicologist, he must notify the Independent Administrator in writing within five (5) business days of receiving written notification of the positive test result. If observation is requested, the Independent Administrator will schedule the test for the first mutually available date. Otherwise, in the absence of a reasonable basis for delay, the "B" sample test will be initiated within seven (7) business days following player's receipt of written notification of the positive test or as soon as possible following the Independent Administrator's receipt of written notification by the player that he does not wish the test to be observed, whichever is sooner.
3. The laboratory will report the "B" sample test result to the Independent Administrator, who may review the case with the Consulting Toxicologist and the laboratory director as appropriate.
4. The Independent Administrator will report his findings to the player and, if confirmed positive or if reasonable cause testing is indicated, to the League Office and the Players Association.
5. If the player is subject to disciplinary action, the League Office will notify him in writing, with a copy to the Players Association.
6. If the player decides to appeal, he must so indicate in writing within five (5) business days after receiving a notice of discipline from the League Office. He should state in his notice of appeal whether or not he desires a hearing.
7. If a hearing is requested, the League will schedule it to take place within twenty (20) calendar days of the request absent mutual agreement or extenuating circumstances. The hearing may be conducted by conference call upon agreement of the parties.
8. Prior to the hearing, the League will provide the player and NFL Players Association with a laboratory documentation package prepared in accordance with Appendix I. In the absence of clear evidence to the contrary, such package will be deemed full and complete for the purpose of evaluating the integrity of the chain-of-custody and test results. Once the player has had sufficient opportunity to review the documentation package, he must provide to the League a written statement setting forth the specific grounds of his appeal. Additionally, no later than

two (2) business days prior to the hearing the parties will exchange copies of any documents or other evidence on which they intend to rely and a list of witnesses expected to provide testimony. Following the exchange, the parties may provide further supplementation as appropriate.

9. Once the record is closed, the Hearing Officer will evaluate the evidence and render a written decision with respect to disciplinary action within five (5) calendar days. (If appropriate, a summary ruling may be rendered, followed by a formal decision as time permits.)

## **B. Pre-Employment Tests**

When notified of a positive test result obtained in connection with Pre-Employment Testing, the procedure set forth in Part A above shall apply, except that:

1. The "B" sample test will be conducted on the first available date without the opportunity for observation by an outside toxicologist.
2. Upon confirmation of the positive test result, the Independent Administrator shall promptly notify the League Office and: all Clubs in the case of a Combine test, and the requesting Club(s) in the case of a Free Agent test.

The League will endeavor to conduct and conclude these procedures expeditiously, with appropriate regard to the possible need for follow-up tests or other measures required in the Independent Administrator's judgment, or other extenuating circumstances.

APPENDIX E

Examples of Medical Evaluations Following a Positive Test

A. Initial Positive Test

History and Physical

- Emphasize:
  - Cardiovascular
  - Abdominal
  - Genitourinary (testicle, prostate, impotence, sterility)
  - Psychological (aggressiveness, paranoia, dependency, mental status)
  - Immune system (masses, infections, lymphadenopathy)

Testing

- CBC with Differential
- General chemistry panel
  - Electrolytes, BUN/Creatinine, Glucose, Liver enzymes
- Lipid Assay
  - Triglycerides/cholesterol, HDL-C, LDL-C
- Urinalysis
- Cardiovascular
  - EKG
  - Chest X-ray
  - Stress test
  - Echocardiogram
- Semen analysis
- Endocrine Profile
  - TSH, LH, FSH, T4, TBG, Testosterone, SHBG (TBG), Cortisol, ACTH, Serum, Beta hCG
- Liver scan (either MRI or CT or Ultrasound or liver/spleen Scan)
- CT scan of chest/abdomen
- MRI of brain (with attention to pituitary gland)
- Ultrasound of testes

B. Repeat Positive Test Evaluation+

History and Physical - as above

Testing - Lab as above

- CV } As indicated by time since last test and
- Liver scan } by history and physical

**APPENDIX F**

**POLICY ON ANABOLIC STEROIDS AND RELATED SUBSTANCES**  
**-Use of Supplements-**

Over the past several years, we have made a special effort to educate and warn players about the risks involved in the use of “nutritional supplements.” Despite these efforts, several players have been suspended even though their positive test result may have been due to the use of a supplement. Subject to your right of appeal, **if you test positive or otherwise violate the Policy, you will be suspended.** You and you alone are responsible for what goes into your body. Claiming that you used only legally available nutritional supplements will not help you in an appeal.

As the Policy clearly warns, supplements are not regulated or monitored by the government. This means that, even if they are bought over-the-counter from a known establishment, there is currently no way to be sure that they:

- (a) contain the ingredients listed on the packaging;
- (b) have not been tainted with prohibited substances; or
- (c) have the properties or effects claimed by the manufacturer or salesperson.

Therefore, if you take these products, you do so **AT YOUR OWN RISK!** For your own health and success in the League, we strongly encourage you to avoid the use of supplements altogether, or at the very least to be extremely careful about what you choose to take.

Take care and good luck this season.

**APPENDIX G**

To: NFL Players  
From: Dr. John Lombardo  
Subject: Supplements

Gene Upshaw and representatives from the NFLPA along with Harold Henderson and representatives from the NFL Management Council recently met with me and a number of my colleagues to discuss dietary supplements and their interrelationship with the NFL Policy on Anabolic Steroids and Related Substances.

Upon the conclusion of the meeting all participants felt that I should advise you of both health and policy violation risks you may be faced with by adding over-the-counter supplements to your diet.

In 1994, the U.S government passed a law entitled “The Dietary Supplement Health and Education Act”. As a result of this law, the supplement manufacturers and distributors do not have to prove the effectiveness or the safety of their products. Also, the ingredients of the supplements are not checked by any independent agency, such as the Food and Drug Administration (FDA), to certify the contents of the supplements. **Therefore, the effectiveness, side effects, risks and purity of many products you can buy at the health food store are unknown.**

This law also permits over-the-counter sale of products that violate the NFL’s policy. For example, DHEA, a steroidal hormone that serves as a direct precursor for the synthesis of testosterone, is widely advertised. However, since this substance is found in some plants and animals, manufacturers currently are allowed to market it as a dietary supplement. This product, like many other supplements that contain substances that violate the policy, can be purchased at your local health food store and, when ingested, is no different than taking illegal anabolic steroids or related substances.

If you take supplements that contain a substance that violates the policy it will subject you to discipline. More importantly, you run the risk of harmful health effects associated with their use.

I will continue to provide you with information on the subject throughout the year. In the meantime, if you have any questions about supplements or the steroid policy, please contact me.

JOHN A. LOMBARDO, M.D.  
Independent Administrator of the NFL Policy on Steroids and Related Substances

APPENDIX H



U.S. Department of Justice  
Drug Enforcement Administration

Office of the Administrator

Washington, D.C. 20537

July 15, 2008

Mr. Roger Goodell  
Commissioner  
National Football League  
280 Park Avenue  
New York, New York 10017

Dear Commissioner Goodell:

Thank you for your concern regarding the policies of the Drug Enforcement Administration (DEA) in enforcing the Anabolic Steroid Control Act of 1990, as amended in 2004, and the National Football League's (NFL) policies to eliminate the use of anabolic steroids in the NFL.

Your program of random and reasonable cause testing for steroids reinforces the provisions of the Anabolic Steroid Control Act. Under this law, DEA has the responsibility to regulate all aspects of the legitimate steroid industry, including doctors and pharmacists.

To those who use anabolic steroids, including professional athletes, I should emphasize that under the Act, possession of even personal use quantities not validly prescribed by a doctor is a federal crime. The maximum penalty for simple possession (possession not for sale), is one year in a federal prison and a minimum \$1,000 fine.

DEA will also investigate and prosecute violations involving the unlawful manufacture, distribution, and importation of anabolic steroids. Doctors who prescribe anabolic steroids for other than legitimate purposes will be prosecuted. Pharmacists who dispense anabolic steroids without a doctor's prescription or with one that they know is fraudulent or not issued for a legitimate medical purpose will also be prosecuted.

While DEA's primary focus is law enforcement, we also recognize the importance of public education on matters such as these. I would thus appreciate it if you would make this letter directly available to each NFL team, its players, physicians, trainers, and other personnel.

Sincerely,

  
Michele M. Leonhart  
Acting Administrator



**APPENDIX I**

**Standard Form of Documentation Package**

<b><u>Tab</u></b>	<b><u>Item(s)</u></b>
1.	Cover Sheet
2.	Table of Contents
3.	General Overview of Laboratory Procedures
4.	Custody and Control Forms
	a. External Chain of Custody Form
	b. Specimen Chain of Custody
5.	Initial Test Information (A-Bottle)
6.	Confirmation Test Information
	a. Confirmation Test Description
	b. Chain of Custody Pull List
	c. Confirmation Aliquot Chain of Custody Log
	d. Specimen ID Verification Report
	e. Analytical Data
7.	Certification Information
	a. Pending Positive Report (Certifying Scientist Worksheet)
	b. Laboratory Report
8.	Re-Test Information (B-Bottle)
	a. Chain of Custody Pull List
	b. Confirmation Aliquot Chain of Custody Log
	c. Specimen ID Verification Report
	d. Analytical Data
9.	Re-Test Certification Information
	a. Pending Positive Report (Certifying Scientist Worksheet)
	b. Laboratory Report

**APPENDIX J****Calculation of Bonus Forfeiture**

A Player who is suspended under this Policy shall forfeit and return to his Club (or forgo entitlement to unpaid portions of) the proportionate amount of his signing bonus corresponding to the period of the suspension; provided that, if (a) the suspension is for a period of one year or more, (b) the Player's Contract is tolled during such suspension, and (c) the Player subsequently performs under the Contract during the extended period that results from the tolling, then the Player shall earn back the proportionate amount of forfeited or forgone signing bonus for the extended period in which he performs. For purposes of this Section, "proportionate amount" means 1/17<sup>th</sup> of the signing bonus allocation for each regular season week or regular season game missed per League Year covered by the suspension, or 1/17<sup>th</sup> of the forfeited or forgone signing bonus allocation for each regular season week or regular season game subsequently played per extended year of the Player's Contract, in the case of a Player earning back previously forfeited or forgone signing bonus.

By way of example, without limitation on any other example, if a Player with a four-year Player Contract for the 2006-2009 League Years that contains a signing bonus of \$4 million is suspended for the 2007 and 2008 League Years for violation of the Policy, then the Player would forfeit and return to his Club \$2 million in signing bonus allocation (\$1 million for the 2007 League Year and \$1 million for the 2008 League Year). If, after performing under the Player Contract in the 2009 League Year, the Player then performed one of his previously tolled years in the 2010 League Year, he would earn back \$1 million. If the Player then performed for eight games of the second of his previously tolled years in the 2011 League Year and then retired, he would earn back an additional \$470,588 ( $8/17 \times \$1$  million).