



## **Major League Baseball's Policy on Marijuana and Alcohol-Related Conduct By Non-Playing Personnel**

The Office of the Commissioner has established this Policy on Marijuana and Alcohol-Related Conduct to address certain conduct by Non-Playing Personnel.

The Policy covers all employees and independent contractors of Major League Clubs at both the Major League and Minor League level with the exception of Players and Major and Minor League Umpires who are covered by separate policies. The Program also covers all employees and independent contractors of the Office of the Commissioner of Baseball, Major League Baseball Properties, Inc., MLB Advanced Media, L.P., MLB Media Holdings, L.P., MLB Online Services, Inc., The MLB Network, LLC, Major League Baseball's Dominican Republic Office, and each of their respective present and future affiliates. Individuals covered by this Policy are collectively referred to as "Covered Individuals."

The Drug Policy Oversight Committee ("DPOC"), as defined under Major League Baseball's Drug Policy and Prevention Program for Non-Playing Personnel, will be responsible for creating and supervising individualized Treatment Programs for Covered Individuals who may have a marijuana or alcohol use problem.

In addition to being subject for potential discipline by his/her Club or the Commissioner's Office, Covered Individuals will automatically be referred to the DPOC in the each of the following circumstances:

1. A Covered Individual is arrested or charged by law enforcement with driving while intoxicated, driving under the influence of marijuana and/or alcohol, or any other criminal violation involving the use or possession of marijuana and/or alcohol.
2. A Covered Individual is arrested or charged by law enforcement with a criminal violation in which the use of marijuana and/or alcohol may have been a contributing factor in the misconduct.
3. A Covered Individual appears intoxicated or under the influence of marijuana and/or alcohol during any of the Club's games, practices, workouts, or meetings or while in Club facilities.
4. Club medical personnel reasonably suspect that a Covered Individual may suffer from a marijuana and/or alcohol use problem.
5. A Covered Individual is found to have used marijuana in a prohibited location, including but not limited to, a Club hotel or other Club property.

Any Covered Individual who is referred to the DPOC must undergo an in-person evaluation by an addiction specialist approved by the DPOC within 30 days of the referral. The addiction specialist will be independent and not affiliated with any Club. The purpose of this evaluation is to determine whether the Covered Individual would benefit from a Treatment Program, and if so, the type of Treatment Program that would be most beneficial for the Covered Individual involved.

While this initial in-person evaluation is mandatory, a Covered Individual's participation in any Treatment Program is voluntary. However, a Covered Individual's voluntary participation in any Treatment Program recommended for him or her by the DPOC shall be considered as a mitigating factor in any discipline imposed by either the Club or the Office of the Commissioner.