

NWSL Anti-Harassment Policy for a Safe Work Environment

The National Women’s Soccer League (“NWSL” or “League”) is committed to creating and maintaining a safe and respectful work environment that is free from all forms of harassment (including sexual harassment) and discrimination. This policy sets forth the League’s fundamental expectations and requirements regarding how we treat and interact with one another and those we come into contact with in connection with working for or with the League. While some provisions in this policy outline legal standards and requirements, this policy requires a higher standard of conduct and respect than merely refraining from legal infractions. Players, employees, and supervisors are also subject to a Team¹ policy regarding similar subjects. Teams are required to adopt policies consistent with and in furtherance of this policy. In the event of any conflict between this policy and a Team policy, the provisions of this policy will control.

NWSL strictly prohibits any and all forms of harassment and discrimination by or against its players and other NWSL personnel. This policy also protects players and other NWSL personnel from prohibited harassment by third parties, such as League owners, Team personnel, Team medical staff, League partners or sponsors, NWSL or Team vendors, Team operators, fans, visitors, anyone else in attendance at matches, representatives of any applicable governing bodies (e.g., U.S. Soccer, FIFA), anyone providing any service to the League (include players/athletes that are not employed by the League), trialists, or other third parties interacting with the League (“third parties”). Harassment and discrimination are prohibited on the basis of any legally-recognized status, including but not limited to race (including natural, protective, and cultural hair textures and hairstyles), color, age, religion, marital status (including registered domestic partnership and civil union status), sex, ancestry, national origin, citizenship, veteran status, pregnancy (including lactation, childbirth or related medical conditions), physical or mental disability, sexual orientation, gender, gender identity, genetic information (including testing and characteristics), military and veteran status, uniformed servicemember status, or any other characteristic protected by federal, state, or local law. This policy also prohibits harassment on the basis of the protected status of an individual’s relatives, friends, or associates or based on the perception that an individual has a particular protected status.

NWSL is also committed to maintaining a work environment that is free from all forms of sexual misconduct, emotional misconduct, physical misconduct, bullying, and hazing. This policy applies to all persons involved in NWSL operations, regardless of their position, and prohibits misconduct by any player or employee of NWSL (regardless of position), including peers/coworkers, supervisors, managers and nonsupervisory employees. This policy also protects NWSL players and employees from prohibited harassment and other misconduct by third parties. If misconduct occurs in the workplace by someone not employed by NWSL, the procedures in this policy are to be followed. The workplace includes actual worksites (including stadiums), any setting in which NWSL-related business is being conducted (whether during or after normal work hours), NWSL-sponsored events or trips, online and electronic interactions with NWSL employees, and NWSL owned/controlled property.

NWSL will provide annual training on the requirements of this policy to its Teams and commits to revising this policy as needed to comply with best practices.

¹ For purposes of this policy, a “Team” includes any team participating in a NWSL season and anyone affiliated with such team, including its team operator, staff, vendors, volunteers, team partners or sponsors, and contractors.

Any violation of this policy by an employee of NWSL may result in suspension (with or without pay) and other forms of discipline up to and including termination of employment. Appropriate action will also be taken against any vendor or other third party found to be in violation of this policy, which may include being banned from the NWSL environment.

1. Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's race, religion, national origin, or any other protected status.

Among the types of harassing conduct prohibited by this policy are verbal conduct, such as epithets, derogatory comments or slurs, negative stereotyping, and intimidating acts based on an individual's protected status. Prohibited verbal conduct can also include jokes, kidding, or teasing about another person's protected status. This policy also prohibits visual and/or written conduct, such as the circulation or posting of written or graphic materials that show hostility toward an individual because of that person's protected status, including derogatory posters, photographs, calendars, cartoons, drawings, websites, emails, and text messages. This policy also prohibits physical conduct including assault, unwanted touching or blocking normal movement because of a person's protected status.

While harassing conduct is generally unlawful only if it affects tangible job benefits and/or is sufficiently severe or pervasive so as to interfere unreasonably with work performance and creates an abusive or hostile work environment, this policy prohibits harassing conduct regardless of whether it rises to the level of a legal violation.

2. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment.

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status. Harassment on the basis of an individual's sexual orientation, self-identified gender, perceived gender, or transgender status are all forms of prohibited sexual harassment.

Conduct that may constitute sexual harassment and is prohibited by this policy includes, but is not limited to:

- touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, making sexual gestures, or whistling at a person or making suggestive or insulting sounds;

- continued or repeated verbal abuse of a sexual nature;
- sexually explicit statements, sexual flirtations, advances, propositions, or innuendos;
- unwanted sexual advances or propositions (including repeated and unwelcome requests for dates and explicit, implicit, or subtle pressure for sexual activity);
- offers of employment benefits in exchange for sexual favors, including conditioning or threatening to condition employment terms (including but not limited to playing time, trades, contract renewal) on submitting to sexual advances;
- making or threatening reprisals after a negative response to sexual advances;
- sexually suggestive or sexually derogatory comments, questions, jokes, or anecdotes;
- graphic or degrading comments about a person's clothing, body, or sexual activity;
- sexually suggestive or obscene objects, cartoons, posters, calendars, pictures, or websites;
- sexually suggestive or obscene letters, notes, invitations, emails, text messages, tweets or other social media postings;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; and
- other physical, visual, or verbal conduct of a sexual nature.

As part of its commitment to a workplace that is free of all forms of sexual harassment, NWSL prohibits anyone from threatening or insinuating, either explicitly or implicitly, that a player's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that player's playing opportunities, wages, development, or any other condition of employment.

3. Sexual Misconduct

Sexual misconduct in any form is prohibited. Sexual misconduct may occur where effective consent cannot be given to an encounter because of lack of consent, sexual exploitation, or the use of Coercion, Force, Intimidation, or a Power Imbalance.

- **Coercion:** Pressure to engage in sexual misconduct.
- **Force:** The use or threat of physical force that overcomes free will or resistance.
- **Intimidation:** Implied threats or acts that reasonably cause a fear of harm in another.
- **Power Imbalance:** Where one person is in a "Position of Power" such that, based

on the totality of the circumstances, there is a Power Imbalance. Whether someone occupies a “Position of Power” depends on several factors, including: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties’ respective roles; the nature and duration of the relationship; and the age of the people involved, both presently and at time of the relationship’s conception. Once a coach-player relationship is established, a Power Imbalance is presumed regardless of age. A Power Imbalance may exist, but is not presumed, where an intimate relationship that did not contain a Power Imbalance existed before the coach-player relationship (e.g. a relationship between two spouses or life partners that preceded the sport relationship).

This policy prohibits the use of coercion, force, intimidation, or Power Imbalance to pursue sexual contact or an intimate relationship of any sort.

Any sexual interaction between a player (or triathlete) and an individual with evaluative authority (direct or indirect) involves an imbalance of power and may be exploitative, impair judgment, and/or create an actual, potential, or perceived conflict of interest. If a player (or triathlete) and an individual with evaluative authority (direct or indirect) develop a romantic or sexual relationship, the person with evaluative authority is obligated to report the situation to NWSL. The player (or triathlete) should also report the situation to NWSL to ensure that NWSL is able to address it. NWSL may take measures to ensure that this policy is followed and to address any actual, potential, or perceived conflict. Such measures will be taken at the sole discretion of NWSL and may include reassignment or termination from employment. This section does not apply to a pre-existing relationship between two spouses or partners.

Sexual activity with a child in any form is prohibited. This includes sexual contact with a child that is accomplished by deception, intimidation, manipulation, force, or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception or whether the child professes to understand and/or consent to the sexual activity. Sexual activity also includes inappropriate sexual verbal communications (e.g., “sexting” and sending or requesting nude photos) and non-verbal conduct, such as sexual gestures or bodily exposure. Child abuse should be reported, and in some cases *must* be reported. Reports should be made to [U.S. Center for SafeSport](https://www.childwelfare.gov) and the applicable legal authority. A list of available federal, state, and local authorities is available at <https://www.childwelfare.gov>.

4. Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is defined as deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal, physical, or other acts that deny attention or support to or degrade, insult, sabotage, humiliate, belittle, berate, and/or single out, ignore, or reject an individual; or any act or conduct described as emotional abuse or misconduct under federal or state law. Emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance.

5. Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-

contact conduct that results in, or reasonably threatens to cause, physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g., assault). Examples of physical misconduct include beating, punching, slapping, or striking; denying hydration, medical attention or nutrition; and encouraging or knowingly permitting an injured athlete to return to practice without clearance by medical professional or other appropriate authority. Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports, but have no place in soccer.

6. Bullying

Bullying in all forms is prohibited. Bullying consists of intentionally committing or willfully tolerating physical or non-physical behaviors that are intended, or have the reasonable potential, to cause fear, intimidation, humiliation, or physical harm in an attempt to socially exclude, diminish, isolate, or otherwise abuse or harm the targeted person. Cyberbullying is a form of bullying that occurs through the use of a computer, cell phone, smartphone, tablet, pager or other device that transmits electronic information, regardless of whether the device is owned by or located at NWSL or connected to the NWSL network. Cyberbullying is also prohibited. Bullying does not include group or team activities that (a) are meant to establish normative team behaviors, or (b) promote team cohesion, as long as those activities are not prohibited as described herein.

7. Hazing

Hazing in all forms is prohibited. Coercing, requiring, forcing, or willfully tolerating any humiliating, degrading, intimidating, abusive, or dangerous activity that serves as a condition for (a) joining or maintaining membership in a group, or (b) being socially accepted by a group's members, is prohibited. Examples of hazing include contact acts, such as tying, taping, or otherwise physically restraining another person; and non-contact acts such as forcing consumption of alcohol or illegal drugs, personal servitude, and excessive training requirements. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors, or (b) promote team cohesion, as long as those activities are not prohibited as described herein.

8. Procedures for Complaints, Investigations and Corrective Action

NWSL cannot act to eliminate misconduct unless it has notice of the conduct. Therefore, all personnel associated with NWSL – NWSL staff, Team staff, and players – should immediately report any concerns regarding compliance with this policy, whether the concern relates to conduct they are the subject of, that they learn of, or that they witness. **Supervisors, managers, coaches, and general managers providing services in the League are required to report all complaints of misconduct and all other potential violations of this policy to the NWSL HR Manager (hroffice@nwslsoccer.com or (312) 549-8892 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605).** For the avoidance of doubt, in some instances, reporters may be required to report to law enforcement and/or the [U.S. Center for SafeSport](#).

Harassment, sexual harassment, and other misconduct and/or violations of this policy may be reported to:

- Any Team's designated person or people authorized to receive complaints. Each Team shall designate two individuals, at least one of whom shall be an individual

other than the Board of Governors representative and the Head Coach, and shall publish the persons so designated at Team facilities in conjunction with the publication of the poster attached to this policy.

- Any Team admin, general manager or Team's HR department;
- The NWSL HR Manager (hroffice@nwslsoccer.com or (312) 549-8892 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605) or the General Counsel of the NWSL (leagueoffice@nwslsoccer.com or (312) 549-8894 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605). Complaints may also be submitted anonymously through these channels.

Any Team admin, general manager, HR representative, or person designated to receive complaints of violations of this policy must submit the report to the NWSL HR Manager and/or General Counsel.

Complaints can also be made using the Employee Complaint Form attached to this policy. Using the form is not required, however.

This policy does not require reporting the offending conduct to a direct supervisor, any individual who is engaging in or permitting the conduct, or any person with whom the reporting party is uncomfortable discussing such matters.

After a report is received, NWSL will acknowledge receipt to the Complainant in writing and undertake a fair, thorough, impartial, and objective investigation that reaches reasonable conclusions based on the information collected. While the investigation process may vary from case to case, upon receipt of a complaint, NWSL will conduct a review of the allegations. In addition, NWSL may, in its discretion, undertake interim measures while the investigation is pending, such as exclusion from NWSL activities. Investigations will be timely, impartial, and conducted by qualified personnel. NWSL retains the right to hire outside entities to conduct an investigation.

Both the person(s) raising the complaint and the person(s) about whom the complaint was made will be permitted to provide information that may be relevant to the investigation. The investigator will review available relevant documents, including electronic communications and phone records, as well as interview necessary and relevant parties involved, including witnesses. The investigation will reach reasonable conclusions based on the evidence collected and reviewed. The investigation will be completed in a timely manner and the complaining party will be advised that the investigation has been completed and will be informed of the resolution where possible. The individual about whom the complaint was made will be informed of the outcome and, if the League determines that this policy has been violated, will be subject to appropriate remedial measures. While absolute confidentiality cannot be guaranteed, confidentiality will be maintained to the extent practical and permitted by law, and information will only be shared with others on a need-to-know basis.

NWSL will preserve all complaints and records from an investigation for up to five years. All necessary measures will be taken to ensure the privacy and confidentiality of such reports. On an annual basis, the NWSL will produce an anonymized report to the NWSL Players Association of the number of complaints made and the number of investigations conducted. These reports will be made accessible to members of the NWSL. The reports will never include names or any other personally identifying information of the parties involved.

All those affiliated with NWSL have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this policy.

The initiation of a good faith complaint under this policy will not be grounds for disciplinary action, even if the allegations cannot be substantiated. Any individual who makes a complaint that is demonstrated to be intentionally false may be subject to discipline, up to and including termination.

Harassment, sexual harassment, and retaliation are unlawful. The intent of this policy is to provide greater protection from harassment, discrimination, sexual misconduct, emotional misconduct, physical misconduct, bullying, hazing, and retaliation than does the law. Consequently, violations of this policy may be subject to suspension, termination, or removal and/or exclusion from NWSL activities, even in cases where applicable laws may not have been violated. If a complaint or report of misconduct in violation of this policy cannot be substantiated, NWSL may take appropriate action to reinforce its commitment to providing a work environment free from harassment and other conduct prohibited by this policy.

NWSL strongly encourages everyone involved in its operations to report all potential violations of this policy as soon as possible. NWSL strives to provide a safe and respectful working environment. This requires active commitment to abiding by this policy and reporting violations so that they can be addressed and prevented. Please join us in our commitment to making NWSL a safe and enjoyable place to work and play.

The Equal Employment Opportunity Commission (“EEOC”) and equivalent state agencies will accept and investigate charges of unlawful discrimination and harassment at no charge to the complaining party. The nearest office of the EEOC and equivalent state agencies can be found in your local telephone directory or online at www.eeoc.gov.

9. Responsibilities of Supervisors, Managers, Coaches, and General Managers Employed in the League

All supervisors, managers, coaches, and general managers employed in the League are responsible for:

- Implementing this policy, which includes, but is not limited to, taking steps to prevent harassment and retaliation;
- Ensuring that all employees under their supervision have knowledge of and understand this policy;
- Promptly reporting any complaints to the NWSL HR Manager (hroffice@nwslsoccer.com or (312) 549-8892 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605) so they may be investigated and resolved in timely manner;
- Taking and/or assisting in prompt and appropriate corrective action when necessary to ensure compliance with this policy; and
- Conducting themselves, at all times, in a manner consistent with this policy.

Failure to meet these responsibilities or otherwise knowingly allow harassment, sexual harassment, or other misconduct to continue may lead to disciplinary action, up to and including termination.

10. Retaliation

NWSL also prohibits reprisal or retaliation against anyone for filing a good faith complaint under this policy; supporting or assisting, in good faith, someone else in pursuing a complaint; objecting to misconduct; or filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. NWSL will not, and will not allow a Team to, retaliate against anyone for exercising any rights under this policy. Retaliation is a violation of this policy.

Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.

Individuals who believe they have been subjected to retaliation, or believe that another individual has been subjected to retaliation, should report this concern utilizing the procedure set forth above. Any report of retaliatory conduct will be investigated in a thorough and objective manner. If a report of retaliation prohibited by this policy is substantiated, appropriate disciplinary action, up to and including suspension (with or without pay) or termination (in the case of NWSL employees) or being banned from the NWSL environment (for non-NWSL employees), will be taken. If a complaint cannot be substantiated, NWSL may take appropriate action to reinforce its commitment to providing a work environment free from retaliation.

11. Employee Complaint Form

Please provide the requested information so that NWSL may investigate and resolve your complaint. You are not limited to the space provided and may attach additional pages. Once you have completed this form, please provide a copy of it to the NWSL HR Manager (hroffice@nwslsoccer.com or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605) or the General Counsel of the NWSL (leagueoffice@nwslsoccer.com or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605).

Name _____

Team (as applicable) _____ Coach/Staff Supervisor _____

- A. Complaint(s) – Please describe your complaint(s), including the name of the person(s) about whom you are complaining. If your complaint involves specific comments, please include a description of the comments.
- B. Related Material – Please list, and if possible, provide copies of, any emails, text messages, letters, notes, memos, diary entries, calendars, reports, or other items that relate to your complaint(s):
- C. Persons With Information – Please list any individuals who you believe may have information about your complaint(s):
- D. Prior Report(s) – Have you reported your concerns to anyone else at NWSL and/or your Team? If so, please provide the name and position of the person to whom you reported the concerns, and the date of the report.

NWSL encourages all employees to report any information that is relevant to their complaint and prohibits retaliation against an employee or witness who makes a good faith report concerning a violation of its policies or participates in the investigation of such a report. If you believe you have experienced or witnessed retaliation, please report the incident immediately to the NWSL HR Manager. If you become aware of additional relevant information after submitting this Complaint form, you should promptly inform the NWSL HR Manager.

Employee's Signature

Date completed by Employee

NWSL HR Manager Signature

Date received from Employee

12. California Employees

NWSL is committed to providing a work environment that is free of illicit harassment based on any characteristics protected under the California Fair Housing and Employment Act. As a result, the League maintains a strict policy prohibiting sexual harassment and harassment against employees, applicants for employment, individuals providing services in the workplace pursuant to a contract, unpaid interns or volunteers based on any legally-recognized basis, including, but not limited to, their actual or perceived religious creed, medical condition, marital status (including registered domestic partnership status), gender identity and gender expression (including transgender individuals who are transitioning, have transitioned, or are perceived to be transitioning to the gender with which they identify), Civil Air Patrol status, immigration status or any other consideration protected by federal, state or local law. For purposes of this policy, discrimination on the basis of “national origin” also includes harassment against an individual because that person holds or presents the California driver’s license issued to those who cannot document their lawful presence in the United States and based on any of the following: an individual’s or individual’s ancestors’ actual or perceived physical, cultural or linguistic characteristics associated with a national origin group; marriage to or association with individuals of a national origin group; tribal affiliation; membership in or association with an organization identified with or seeking to promote the interests of a national origin group; attendance or participation in schools, churches, temples, mosques or other religious institutions generally used by persons of a national origin group; or a name that is associated with a national origin group. All such harassment is prohibited.

The California Department of Fair Employment and Housing (DFEH) will accept and investigate charges of unlawful discrimination or harassment at no charge to the complaining party. Information may be located by visiting the agency website at www.dfeh.ca.gov.

13. Connecticut Employees

In addition to the complaint procedures set forth above, Connecticut employees who believe they have been harassed or discriminated against may file a complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO). The CHRO may be reached at 450 Columbus Blvd Suite 2, Hartford CT 06103; telephone number (860) 541-3400; TDD NUMBER (860) 541-3459; Connecticut Toll Free 1(800) 477-5737; or online at www.ct.gov/CHRO.

Connecticut law requires that a complaint be filed with the CHRO within 180 days of the date when the alleged harassment occurred, if it occurred prior to October 1, 2019, and within 300 days of the alleged harassment, if it occurred on or after October 1, 2019. Remedies for sexual harassment can include:

- Cease and desist orders;
- Back pay;
- Compensatory damages;
- Emotional distress damages;
- Attorney’s fees; and
- Hiring, promotion or reinstatement.

Employees can find additional information about the illegality of sexual harassment and the

remedies available to victims of sexual harassment at the [CHRO's informational website](#).

14. Illinois Employees

NWSL complies with Illinois law and maintains a strict policy prohibiting sexual harassment and unlawful discrimination. This policy also protects employees from prohibited harassment by third parties, such as temporary or seasonal workers.

In addition to the complaint procedures set forth above, Illinois employees who believe they have been harassed or discriminated against may file a complaint with the Illinois Department of Human Rights (IDHR). The IDHR may be reached at the following locations:

Chicago Office: James R. Thompson Center, 100 West Randolph Street, Suite 10-100, Chicago, Illinois 60601, telephone number (312) 814-6200, (866) 740-3953 (TTY), fax number (312) 814-6251.

Springfield Office: 535 W. Jefferson Street, 1st Floor, Springfield, Illinois 62702, telephone number (217) 785-5100, (866) 740-3953 (TTY), fax number (217) 785-5106.

Website: www.illinois.gov/dhr. Email: IDHR.Intake@illinois.gov.

Employees may also report their concerns to the IDHR's Illinois Sexual Harassment and Discrimination Helpline at (877) 236-7703.

15. Maine Employees

NWSL is committed to providing a work environment free of harassment. In addition to the harassment prohibited above, sexual harassment and harassment based on HIV/AIDS status or because the employee filed a claim or asserted a right under Maine's Workers' Compensation Act or Whistleblowers' Protection Act are unlawful in the workplace. The League will not tolerate discrimination or harassment based on these characteristics or any other characteristic protected by applicable federal, state or local law.

In addition to the complaint procedures set forth above, Maine employees who believe they have been harassed or discriminated against may also file a formal complaint with The Maine Human Rights Commission (MHRC). The MHRC may be reached at 51 State House Station, Augusta, ME 04333-0051 or by telephone at (207) 624-6290 or fax at (207) 624-8729.

16. Massachusetts Employees

In addition to the complaint procedures set forth above, Massachusetts employees who believe they have been harassed or discriminated against may also file a formal complaint with either or both of the government agencies listed below:

The Massachusetts Commission Against Discrimination (MCAD) is the state agency responsible for handling complaints of harassment, including sexual harassment. The MCAD can be reached at the following locations:

- Boston Office: One Ashburton Place, Sixth Floor, Room 601, Boston, MA 02108, telephone number (617) 994-6000

- Springfield Office: 436 Dwight Street, Second Floor, Suite 220, Springfield, MA 01103, telephone number (413) 739-2145
- Worcester Office: 484 Main Street, Room 320, Worcester, MA 01608, telephone number (508) 453-9630

The Equal Employment Opportunity Commission (EEOC) is the federal agency that investigates harassment claims, including claims of sexual harassment. The EEOC can be reached at:

- John F. Kennedy Federal Building, Government Center, 475 Government Center, Boston, MA 02203, telephone number (800) 669-4000.

Complaints filed with the MCAD and the EEOC must be filed within 300 days of the incident giving rise to the claim.

17. New York Employees

Sexual harassment is illegal under the New York State Human Rights Law, Title VII of the federal Civil Rights Act of 1964, and some local laws, including the New York City Human Rights Law. Employees may also file a complaint with the federal Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York City Commission on Human Rights, another enforcement agency (if applicable) or in certain courts of law. Agencies accept and investigate charges of sexual harassment. The Equal Employment Opportunity Commission has district, area and regional offices and may be contacted by visiting www.eeoc.gov, emailing info@eeoc.gov or by telephone at 1-800-669-4000 (TTY 1;800-669-6820). The New York State Division of Human Rights may be contacted by visiting www.dhr.ny.gov, by telephone at 718-741-8400, or by mail to One Fordham Plaza, Fourth Floor, Bronx, New York 10458. The New York City Commission on Human Rights can be contacted by visiting <http://www.nyc.gov/html/cchr/html/home/home.shtml> or by telephone at (212) 306-7450. Employees subjected to unlawful harassment may be entitled to certain remedies, including monetary damages, civil penalties, and injunctive relief (such as an order that certain action be taken or certain behavior stop). A Stop Sexual Harassment Act Fact Sheet is attached to this policy.

18. Oregon Employees

All employees are encouraged to document any incidents involving discrimination, harassment or sexual assault as soon as possible.

NWSL will not tolerate retaliation against any employee for raising a good faith concern, for providing information related to a concern, or for otherwise cooperating in an investigation of a reported violation of this policy. Any employee who retaliates against anyone involved in an investigation is subject to disciplinary action, up to and including dismissal.

Time Limitations

Nothing in this policy precludes any person from filing a formal grievance in accordance with the Oregon Bureau of Labor and Industries' Civil Rights Division or the Equal Employment Opportunity Commission. Note that Oregon state law requires that any legal action taken on alleged discriminatory conduct (specifically that prohibited by ORS 659A.030, 659A.082 or 659A.112) commence no later than five years after the occurrence of the violation. Other applicable laws may

have a shorter time limitation on filing.

Nondisclosure and Nondisparagement Agreements

Consistent with Oregon law, the League will not require or coerce an employee or prospective employee to enter into any agreement as a condition of employment, continued employment, promotion, compensation or the receipt of benefits, that contains a nondisclosure provision, nondisparagement provision or any other provision that has the purpose or effect of preventing the individual from disclosing or discussing unlawful employment discrimination or harassment (including sexual assault). An employee claiming to be aggrieved by discrimination, harassment, or sexual assault may, however, voluntarily request to enter into a settlement, separation, or severance agreement that contains a nondisclosure, nondisparagement, or no-rehire provision (as defined below) and will have at least seven days to revoke any such agreement.

Under this policy, a nondisclosure agreement is any agreement by which one or more parties agree not to discuss or disclose information regarding any complaint of work-related harassment, discrimination, or sexual assault. A nondisparagement agreement is any agreement by which one or more parties agree not to discredit or make negative or disparaging written or oral statements about any other party or the League. A no-rehire provision is an agreement that prohibits an employee from seeking reemployment with the League and allows the League to not rehire that individual in the future.

19. Rhode Island Employees

NWSL is committed to providing a work environment free of harassment. The League complies with Rhode Island law and maintains a strict policy prohibiting sexual harassment and harassment against employees or applicants for employment based on the protected characteristics outlined above, as well as homelessness, HIV/AIDS status, lawful use of tobacco products outside of the workplace, military/reservist status and any other category protected under applicable federal, state or local law.

In addition to the complaint procedures set forth above, employees who believe they have been harassed or discriminated against may also file a formal complaint with either or both of the government agencies listed below:

- The Equal Employment Opportunity Commission (EEOC) is the federal agency that investigates harassment complaints, including claims of sexual harassment. The EEOC can be reached at:
 John F. Kennedy Federal Building
 475 Government Center
 Boston, MA 02203
 Tel: 800-669-4000
 Fax: 617-565-3196
 TTY: 800-669-6820
- The Rhode Island Commission for Human Rights (RICHR) is the state agency responsible for handling complaints of harassment, including sexual harassment. The RICHR can be reached at:
 180 Westminster Street, 3rd Floor
 Providence, RI 02903
 Tel: 401-222-2661

Fax: 401-222-2616
TTY: 401-222-2664

20. Vermont Employees

NWSL complies with Vermont law and maintains a strict policy prohibiting sexual harassment and harassment against employees or applicants for employment based on the protected characteristics outlined above, as well as place of birth, age (18 and over), physical or mental disability or medical condition, HIV status, and any other category protected under applicable federal, state or local law.

In addition to the complaint procedures set forth above, any Vermont employees who believe they have been harassed or discriminated against may file a formal complaint with either or both of the government agencies listed below.

- The state agency responsible for complaints of harassment is the State of Vermont Attorney General's Office – Public Protection Division Civil Rights Unit.
109 State Street
Montpelier, VT 05609-1001
(888) 745-9195 (toll free VT)
(802) 828-3657
(802) 828-3665 (TTY)
(802) 828-2154 (Fax)
Website: <http://www.state.vt.us/atg/>
- The Equal Employment Opportunity Commission (EEOC) is the federal agency that investigates harassment claims, including claims of sexual harassment. The EEOC can be reached at:
 - John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, telephone number (800) 669-4000.

Employees who believe they have been unlawfully harassed may file a complaint with the Attorney General's Office or the EEOC. These agencies serve as neutral fact-finders and attempt to help the parties voluntarily resolve disputes.

STOP SEXUAL HARASSMENT ACT FACTSHEET

All employers are required to provide written notice of employees' rights under the Human Rights Law both in the form of a displayed poster **and** as an information sheet distributed to individual employees at the time of hire. This document satisfies the information sheet requirement.

The NYC Human Rights Law

The NYC Human Rights Law, one of the strongest anti-discrimination laws in the nation, protects all individuals against discrimination based on gender, which includes sexual harassment in the workplace, in housing, and in public accommodations like stores and restaurants. Violators can be held accountable with civil penalties of up to \$250,000 in the case of a willful violation. The Commission can also assess emotional distress damages and other remedies to the victim, can require the violator to undergo training, and can mandate other remedies such as community service.

Sexual Harassment Under the Law

Sexual harassment, a form of gender-based discrimination, is unwelcome verbal or physical behavior based on a person's gender.

Some Examples of Sexual Harassment

- unwelcome or inappropriate touching of employees or customers
- threatening or engaging in adverse action after someone refuses a sexual advance
- making lewd or sexual comments about an individual's appearance, body, or style of dress
- conditioning promotions or other opportunities on sexual favors
- displaying pornographic images, cartoons, or graffiti on computers, emails, cell phones, bulletin boards, etc.
- making sexist remarks or derogatory comments based on gender

Retaliation Is Prohibited Under the Law

It is a violation of the law for an employer to take action against you because you oppose or speak

out against sexual harassment in the workplace. The NYC Human Rights Law prohibits employers from retaliating or discriminating "in any manner against any person" because that person opposed an unlawful discriminatory practice. Retaliation can manifest through direct actions, such as demotions or terminations, or more subtle behavior, such as an increased work load or being transferred to a less desirable location. The NYC Human Rights Law protects individuals against retaliation who have a good faith belief that their employer's conduct is illegal, even if it turns out that they were mistaken.

Report Sexual Harassment

If you have witnessed or experienced sexual harassment inform a manager, the equal employment opportunity officer at your workplace, or human resources as soon as possible.

Report sexual harassment to the NYC Commission on Human Rights. Call 718-722-3131 or visit NYC.gov/HumanRights to learn how to file a complaint or report discrimination. You can file a complaint anonymously.

State and Federal Government Resources

Sexual harassment is also unlawful under state and federal law where statutes of limitations vary.

To file a complaint with the New York State Division of Human Rights, please visit the Division's website at www.dhr.ny.gov.

To file a charge with the U.S. Equal Employment Opportunity Commission (EEOC), please visit the EEOC's website at www.eeoc.gov.

    @NYCCHR
NYC.gov/HumanRights

NYC

BILL DE BLASIO
Mayor

**Commission on
Human Rights**

CARMELYN P. MALALIS
Commissioner/Chair

NWSL Anti-Harassment Policy for a Safe Work Environment

Overview

The National Women's Soccer League ("NWSL" or "League") is committed to creating and maintaining a safe and respectful work environment that is free from all forms of harassment (including sexual harassment) and discrimination. The complete policy can be accessed at www.nwslsoccer.com/article/rules-and-policies.

NWSL is also committed to maintaining a work environment that is free from all forms of child sexual misconduct, sexual misconduct, emotional misconduct, physical misconduct, bullying, and hazing. This policy applies to all persons involved in NWSL operations, regardless of their position, and prohibits misconduct by any player or employee of NWSL (regardless of position), including peers/coworkers, supervisors, managers and nonsupervisory employees. This policy also protects NWSL players and employees from prohibited harassment and other misconduct by third parties. If misconduct occurs in the workplace by someone not employed by NWSL, the procedures in this policy should be followed. The workplace includes actual worksites, any setting in which NWSL-related business is being conducted (whether during or after normal work hours), NWSL-sponsored events or trips, online and electronic interactions with NWSL employees, and NWSL owned/controlled property.

Any violation of this policy by an employee of NWSL may result in suspension (with or without pay) and other forms of discipline up to and including termination of employment. Appropriate action will also be taken against any vendor or other third party found to be in violation of this policy, which may include being banned from the NWSL environment.

NWSL also prohibits reprisal or retaliation against anyone for filing a good faith complaint under this policy; supporting or assisting, in good faith, someone else in pursuing a complaint; objecting to misconduct; or filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. NWSL will not, and will not allow a NWSL team to, retaliate against anyone for exercising any rights under this policy. Retaliation is a violation of this policy.

Procedures for Complaints, Investigations and Corrective Action

Supervisors and managers employed by the League are required to report all complaints of misconduct and all other potential violations of this policy to the NWSL HR Manager (hroffice@nwslsoccer.com or (312) 549-8892 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605).

Harassment, sexual harassment, and other misconduct and/or violations of this policy may be reported to:

- The player's NWSL team (to the team admin, general manager or team's HR department);
- The NWSL HR Manager (hroffice@nwslsoccer.com or (312) 549-8892 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605) or the General Counsel of the NWSL (leagueoffice@nwslsoccer.com or (312) 549-8894 or 1556 South Michigan Ave., Floor 2, Chicago, IL 60605). Complaints may also be submitted anonymously through these channels.

Complaints can also be made using the Employee Complaint Form attached to the complete policy (see link above). Using the form is not required, however.

This policy does not require reporting the offending conduct to a direct supervisor, any individual who is engaging in or permitting the conduct, or any person with whom the reporting party is uncomfortable discussing such matters.



Lisa Baird
Commissioner