



NWSL Non-Fraternization Policy

In order to minimize the risk of actual, potential or perceived conflicts of interest and promote fairness and professionalism, the National Women's Soccer League ("NWSL" or the "League") maintains the following policy with respect to romantic and/or sexual relationships in the League.

Scope and Definitions

The Policy applies to all "NWSL Personnel," which includes NWSL players, coaches, owners, managers, trainers, and any employees or other associated personnel of NWSL and its member clubs or teams ("Teams").

The term "Supervisor" shall mean any individual having authority to evaluate, hire, fire, transfer, suspend, lay-off, promote, discharge, assign, reward, or discipline other employees, or responsibly direct them, including as to performance and medical decisions, address concerns, or exert influence over such actions in the interest of the NWSL or a Team. The exercise of such authority shall not consist only of a merely routine or clerical nature but requires the use of independent judgment. For guidance purposes, the term "Supervisor" generally includes Chief Soccer Officers, General Managers, Coaches and all other managers, provided their duties are consistent with those described in this definition.

The term "Coach" refers to both a Team's Head Coach and Assistant Coaches. A Coach shall be considered a Supervisor for purposes of this Policy. A Coach has the responsibility and authority to determine, among other things, player recruitment, selection, evaluation, and retention; playing time for individual players; substitutions; player positions; offensive and defensive strategy and tactics; player development; practice formats and goals; physical and mental fitness and conditioning of players; determining benching, trades and waivers for players; Team administration, travel, and logistics for players and related employees; and selection, supervision, and evaluation of assistant coaches, technical staff and volunteers.

Prohibited Conduct

Non-Fraternization

NWSL Supervisors may not engage in, develop, continue, or pursue any romantic and/or sexual relationships or encounters, even when consensual, with any employee (including NWSL players or trialists) over whom they currently have direct or indirect supervisory authority or management influence. This prohibition includes relationships that pre-date the hiring of such Supervisor or non-Supervisor or pre-date this policy ("Pre-Existing Relationship"). **All relationships set forth in this paragraph are strictly prohibited.**

In addition, in the event that any such romantic or sexual encounter or relationship were to occur between a Supervisor and anyone in the purview of such Supervisor, regardless of whether it is on NWSL premises or related to any NWSL activity, the Supervisor must immediately report the



situation to NWSL. The non-Supervisor (such as a player or trialist) may also report the situation to NWSL immediately. 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 but is not limited to the NWSL suspending or terminating the Supervisor's employment.

Although not prohibited, NWSL Supervisors must report any romantic and/or sexual relationships or encounters, even when consensual, with any NWSL employee (including NWSL players or trialists) over whom they currently do not have direct or indirect supervisory authority or management influence (e.g., Coach relationship with a player on another team).

Sexual or romantic activities, pursuits, or encounters in any form involving an individual under the age of 18 is strictly prohibited and may result in criminal charges. This includes sexual contact with a minor 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. Any incidents or allegations of sexual harassment or abuse of children *must* be reported. Reports should be made to [U.S. Center for SafeSport](#) and the applicable legal authority. A list of available federal, state, and local authorities is available at <https://www.childwelfare.gov>.

Coercive sexual activities involving a person of any age may also result in criminal charges.

How to Report a Suspected Violation of this Policy

- **TEXT** the RealResponse Hotline at **872-259-NWSL (6975)**; or
- **EMAIL, CALL, OR WRITE** the NWSL HR Manager at hroffice@nwslsoccer.com or (312) 549-8892 or 292 Madison Avenue, Floor 3, New York, NY 10017.

Violation of Policy

Any failure by a Supervisor to report a romantic or sexual encounter or relationship, to meet the responsibilities outlined, or to comply with the above prohibitions, or any action taken or omission that results in the harassment, sexual harassment, bullying, retaliation, or other misconduct, including alcohol consumption in violation of this policy, will lead to disciplinary action against the Supervisor in the sole discretion of NWSL, up to and including termination of employment.