### Possible Violation of Personal Conduct Policy Occurs

**NFL Investigation**
Any time the league becomes aware of conduct that may violate the policy, it will undertake an investigation conducted by the NFL Special Counsel for Investigations and Conduct, who will oversee the NFL’s investigatory procedures and issue initial discipline for violations of the policy.

**Law Enforcement Investigation**
In cases also being investigated by law enforcement, the NFL will avoid any interference and may await the outcome of law enforcement proceedings before completing the NFL investigation.

**NFL Disciplinary Decision**
An individual is subject to discipline under the policy if the person is determined to be guilty of a criminal charge or if the NFL investigation demonstrates the person engaged in conduct prohibited by the policy. Depending on the nature of the violation and the person’s record, discipline may be a fine, suspension, community service, or a combination of the three. Violations involving assault, battery, domestic violence or sexual assault will result in a baseline six-game suspension without pay, with more if aggravating factors are present, such as the use of a weapon or a crime against a child. A second offense will result in banishment from the NFL.

**Response of Individual**
The individual is given notice of proposed discipline and can choose to appeal the decision while remaining on paid leave during the duration of the appeal. In cases of a criminal conviction, the underlying conviction cannot be challenged and the courts’ judgment and factual findings are binding for the purposes of the NFL disciplinary process.

**NFL Expert Panel Hearing**
The appeal process will include a review panel of three outside experts to make recommendations to the Commissioner or his designee on an appeal ruling that will be decided by the Commissioner or his designee.

**Final Decision**
The Commissioner or his designee reviews the panel’s recommendations and makes a final decision on disciplinary measures.

**Resources for Victims and Families**
In cases of domestic violence, child abuse, or sexual assault, league and club-level Critical Response Teams will provide immediate support to assist victims and families, from counseling to medical attention to social and other services. All league and club personnel will receive education on these issues on an ongoing basis.

### Additional Violations of the Personal Conduct Policy Can Result in Banishment from the NFL

The NFL has developed a new Personal Conduct Policy that applies to all NFL personnel—owners, coaches, players, other team employees, game officials and league office employees. The policy was developed after discussions with more than 150 experts from across the country—including domestic violence and sexual assault experts, advocates and survivors, law enforcement officials, academic experts, business leaders, current and former players and the NFL Players Association.