



NATIONAL FOOTBALL LEAGUE

Robert E. Gulliver  
Chief Human Resources Officer

March 14, 2014



Mr. Ed Barocas  
New Jersey Director  
American Civil Liberties Union  
P.O. Box 32159  
Newark, NJ 07102

Dear Mr. Barocas,

Thank you for your recent letter to the New York Giants, New York Jets and the NFL League Office. I lead the Human Resources team for the league, and I appreciate your outreach to us on the topic of Gay Athletes and New Jersey's Law Against Discrimination.

Like the American Civil Liberties Union, we too stand for a workplace that is free of workplace discrimination. This is expressly outlined in our Collective Bargaining Agreement with our players, and is also reinforced in our workplace conduct policies.

We have broadly communicated our workplace conduct standards and policies throughout the NFL and continue to reinforce these messages. In fact, as we prepare for our Annual Meeting, we are making this important topic an area of focus as we continue our work to create and maintain a respectful workplace culture that is of course fully compliant with our policies and the law.

We will continue our efforts in this important area.

Sincerely,

A handwritten signature in cursive script that reads 'Robert E. Gulliver'.

Robert Gulliver

cc: Commissioner Goodell  
Paul Hicks  
Greg Aiello