



LEADING **AS** GIANTS

2021

SESSION 1 | Respect, Integrity and Non-Violence: Defining Expectations

By the end of this session, players will be able to:

- Understand expectations for these weekly conversations.
- Define respect, for themselves and for others.
- Begin conversations about healthy relationships.

Talking Points for the Session:

- True respect involves everything you do - how to speak, how you listen, how you act, how you think, and the way you present yourself to others.
- Respect is the foundation of any healthy relationship, including friendships and family relationships, but especially in romantic or intimate relationships.
- Respectful behavior means treating others how they wanted to be treated. You're not going to get along with everyone, but that is never an excuse to physically or verbally harass someone.
- By showing respect towards women and girls - in your language and actions - you're not only doing the right thing, you're also setting an example for others.
- You are all part of something positive on this team. Your commitment to respectful relationships is also a responsibility - defend it and share it.
- If you witness one of your teammates using inappropriate language or behavior or being disrespectful to someone, don't join in on it. Walk away or call it out - talk to him directly about why that was not ok.

Discussion Questions:

Create groups of 5 or 7 players. Have them answer the questions in their groups. Then players pick someone in the team to report back an answer by tossing the ball.

- What does respect mean to you? How do you show respect?
- Is there an instance you've felt disrespected? What did that look like?
- What role does respect play in relationships?
- Describe a healthy relationship or mention one you may know of - what makes you think it is healthy?
- How does respect play a role in your career, with teammates, fans and staff around you?
- When do you feel it is necessary for you to call someone out?

Wrap up and Takeaways:

- Your actions are a reflection of this team. This is your responsibility to defend, share and lead through example.
- It is ok to call someone out when they are engaging in disrespectful behavior.
- Everyone deserves respect - regardless of sex, race, sexuality, social status, religion, etc.

- Remember that respect is going to be at the center of our conversations for the next 12 weeks. When in doubt, always treat others with respect.

By the end of this session, players will be able to:

- Define accountability.
- Recognize the consequences of their behavior and how language and conduct reflect on themselves, the team, and others.
- Accept responsibility and hold themselves accountable for their actions.
- Recognize they have a responsibility to listen and believe the experiences of others and survivors of violence.

Talking Points for the Session:

- We know many people judge your accomplishments on the field. But the decisions you make off the field are just as important as what you do on the field.
- Remember that there are a number of people who are rooting for you and looking up to you. Be a leader that promotes respect for all.
- Remember that you are the person responsible and accountable for the choices you make (in sports and in everyday life).
- You are capable of holding others on the team accountable in a respectful way.
- You can be a leader that promotes respect for everyone and others will respect you for it.

Activity:

This is a full group activity. Choose a player to read each scenario aloud. After they read the scenario, ask them to answer the following question: Are you responsible for the consequences of this scenario or not? Respond yes or no and explain why.

- You were hanging out with your cousin at a bar and you had too many drinks. You figured you'd be fine to drive the 10 minutes to your house. You didn't notice that you were speeding and swerving, and were pulled over. You were arrested and charged with a DUI. Because of the DUI you are now also facing consequences with the Giants.
 - Are you responsible for the consequences? Why or why not?
- Your high school friend told you about this awesome investment opportunity - without much research you trust your friend and invest a large amount. A few months later you find out that the company you invested in was a scam and all of your money has been lost. This investment was your savings to buy a house for your family.
 - Are you responsible for the consequences? Why or why not?
- You're out with your girlfriend and you get into a heated argument. Someone recognizes you and starts to film the argument and posts it on social media where one of the local beat writers and members of the Giants see it. As a result of this incident there are consequences from the Giants.
 - Are you responsible for the consequences? Why or why not?

- You are at home watching a movie, and you think that the actress that is playing a superhero looks slutty. Without thinking, you reach for your phone and start tweeting lewd comments about the actress. The Giants and MLB hear about the social media storm and are upset with a promise of coming consequences.
 - Are you responsible for the consequences? Why or why not?
- You get into an Uber to avoid driving drunk after a night out, on your way home a car crashes into you. It turns out the driver was drinking. Your injuries are extensive forcing you to miss the rest of the season while you recover.
 - Are you responsible for the consequences? Why or why not?
- You spent the night drinking and got home late even though you have to wake up early for training. You arrived at training hungover and you weren't able to train to the best of your ability. One of your coaches notices that you were not pushing yourself that day and decides there should be consequences.
 - Are you responsible for the consequences? Why or why not?

Discussion Questions: *(you can use a ball to toss to different players to answer the questions)*

- What is accountability?
- What are some ways you can hold each other accountable for our actions?
- In which ways, if any, do you think your actions affect the organization and your community?

Scenario Activity:

Scenario: (have a player read aloud)

Kevin was a star pitcher for your team, and after a win you and a group of other teammates decide to go out for a few drinks. At the bar Kevin meets a woman named Alejandra, and they begin dating. The relationship becomes more serious over the next few months, and you ask Kevin if this is the "real deal" but Kevin tells you that he's still playing the field. One night while out with your teammates including Kevin, Kevin starts flirting and hooking up with another woman. Alejandra shows up and is upset with Kevin for hooking up with another woman, and to avoid attention Kevin pulls Alejandra outside. Once outside Kevin and Alejandra get into a loud argument and Kevin pushes Alejandra to the ground and hits her telling her to mind her own business and that he does not belong to her. During this altercation there are several people filming Kevin hitting and pushing Alejandra on their phones and posting it online. Someone calls the police and Kevin is arrested. After this Kevin faces severe consequences from MLB and the Giants. Kevin's reputation and career are completely destroyed after this.

Debrief: *(you can use a ball to toss to different players to answer the questions)*

- What do you think about Kevin's actions?
- What would you have done differently?
- Can you think of some players whose careers were undone because of similar situations?
- What kind of Legacy would you like to have?

Wrap up and Takeaways:

- There are real consequences when we disrespect others.
- Are you surrounding yourself with people and relationships that build you into a better man and athlete?
- Are you building towards your legacy?
- You are accountable for treating everyone with respect.

SESSION 3 | Insulting Language: Negative Stereotypes of Women & Other Physical/Identity Characteristics

By the end of this session, players will be able to:

- Recognize that language can be harmful in unexpected ways.
- Refuse to use language that degrades others.
- Adapt their language to show respect for others.
- Define and understand the difference between name calling, harassment, and catcalling.

Talking Points for the Session:

- We all know that using disrespectful language can hurt someone. This can be name calling, harassing, or catcalling like we saw in the video.
- We must acknowledge women's experiences - even when we might not agree or think it's right. We have a responsibility to talk through their concerns with respect.
- Sometimes we say things that we don't realize can be hurtful or threatening, or think it is just a joke or innocent flirting. Even if someone laughs it off, most people don't like unwanted comments about their body, clothing, or appearance.
- Using language to insult one another, such as "playing like a girl," "gay," or referring to a group of men as "ladies" are insulting and hurtful to women and LGBT people.
- Instead of taunting or mocking, help your teammates by providing positive suggestions for how they can improve.
- Language that is derogatory towards trans people, homophobic, women, people with disabilities, or targets other races, ethnicities, or identities, is disrespectful, harmful, unprofessional and inappropriate.

Discussion Questions: *(you can use a ball to toss to different players to answer the questions)*

- What is catcalling?
- What is harassment?
- What do you consider to be insulting language?

Video & Group Activity:

Play the "Catcalling" video below, then break players into groups with the Video questions below.

<https://www.youtube.com/watch?v=b1XGPvbWn0A>

Video Questions:

- How do you think the woman feels?
- Have you ever done this before? Why or why not?
- How would you react if someone was yelling similar things to someone you care about?
- What do you want to do about it?

Whole Group Debrief: *(you can use a ball to toss to different players to answer the questions)*

- What could you do if you witness someone using demeaning language to insult someone else?
- There are other ways you can use language to insult others. Do you think there is anything wrong about the phrases: "You're playing like a girl!" or "That's really gay!" Why or why not?
- What would you do if you saw a teammate taunting a disabled person?
- What would you do if you saw a teammate using insulting language about someone's race, ethnicity, or language ability?

Wrap up and Takeaways:

- Language matters. Words matter. Always use respectful language.
- Calling someone a "girl" or "gay" to insult or tease them is not okay.
- Think twice about saying something you wouldn't like said about you or someone you care about.
- No matter what, everyone deserves to be respected and supported on our team.

SESSION 4 | Disrespectful Behavior Towards Others: Hurtful and Threatening Behaviors

By the end of this session, players will be able to:

- Recognize how certain behaviors can be hurtful, scary, or even abusive.
- Refuse to engage in lewd or foul behavior such as catcalling, sexual innuendo, or harassment.

- Identify when and how to intervene when they see or hear disrespectful or harmful language and behaviors.

Talking Points for the Session:

- Describing women, and fans, as stupid or easy reinforces negative stereotypes. Remember to be respectful to others, women, and fans even when they aren't around, including through social media.
- Respect people's boundaries, don't use harmful language, and value them as a person.
- Don't take advantage of your position to push someone to do something they don't want to do. Remember everyone deserves respect!
- We all have a responsibility to treat those around us with dignity and respect, not only limited to women and fans, but also people with different identities as you, or different beliefs, or disabilities, and others typically understood as minorities.
- As leaders on this team, make sure to hold each other accountable for your behavior. If you see something or hear something, talk to that teammate and remind them what it means to be respectful and have healthy relationships. Support each other to be better men.
- Aggression and intimidation are not an appropriate approach to problem solving off the field. Violence does not mean strength or manliness.

Discussion Questions: *(you can use a ball to toss to different players to answer the questions)*

- Have you ever heard other people describing women as easy, stupid, slutty?
- How do you feel when someone insults you or someone you care about?
- What are some examples you can think of that are disrespectful to women?
- Have you ever heard a teammate describing fans as easy or stupid?
- What things are within your control when you hear someone making disrespectful comments?

Scenario Activity:

Scenario: *(have a player read aloud)*

Have one player read the scenario below to the whole group. Have the team break up into groups of 5. In their group they should discuss what they would do next. Allow 5 minutes of group discussion. When you return to the full group, ask one member of each team to report out what they discussed in their group. You can use the discussion questions below to prompt conversation during the report outs.

You're out to dinner with friends when your friend Jack and his girlfriend, Tracy, begin arguing at the table. They get up from the table. Jack asks you to "give him a second" and takes Tracy by the arm and brings her outside to the parking lot. From the window, you see the argument continue. Jack grabs Tracy and violently shakes her. It's clear that she is scared and possibly hurt.

Debrief Questions: *(you can use a ball to toss to different players to answer the questions)*

- How do you think Tracy feels?
- What do you think about Jack's reaction?
- What would you do next?
- How could this have been handled differently?
- What responsibility, if any, do you think you have here? To whom?
- There are real consequences here - particularly for Jack where assault charges could be filed against him depending on the situation. How this might reflect on you and your friendship with Jack?

Wrap up and Takeaways:

- Support each other to be better men.
- Treat everyone with dignity and respect.
- Hold yourself to higher standards. Stand up for those who are disrespected.

SESSION 5 | Digital Misuse and Sexting: Safe and Non-Violent Online Practices

By the end of this session, players will be able to:

- Recognize that the actions they take online and on their cell phone have real consequences.
- Refuse to participate in abusive or controlling behavior including sending repeated and unwanted text messages, violating someone's privacy, or pressuring someone for naked, private, or embarrassing pictures.

- Create safe and respectful online spaces for themselves and others.

Talking Points for Session:

- It is NEVER ok to share someone else's private photographs or videos without their consent.
- Threatening to use someone's private photographs or videos as retribution for feeling "wronged" is a form of intimidation. This type of behavior is considered psychological and/or emotional abuse.
- It is NEVER okay to pressure someone for a nude or private picture. It's also wrong to share these pictures with other people.
- Always be careful what you share online and with others, whether it's lewd or disrespectful comments about others on social media, or texting private photographs with someone. Once something is sent or posted it can have unforeseen consequences that might affect your career or in some cases criminal charges.
- **(Talking Point for Scenario)** Communication is key! Sally is upset that you don't want to be more serious, but you and Sally are having trouble communicating your needs. Take Sally outside to have a more level headed conversation. Having this conversation, however difficult, can help you both make informed and healthy decisions.

Debate Activity:

Break up the players into two teams. Let them know they are going to have a debate. Have each team come up with a list of their arguments in favor of their team. Give them the following prompt, one side argues "pros" and the other "cons":

What are the pros and cons of the web and social media?

Allow the players 5-7 minutes to prepare their arguments. Instruct them to have representatives from their team present their list and arguments. If available, as they present write the arguments on a piece of butcher paper to reference throughout the session. Once they complete the debate, have everyone sit down again. Use the discussion questions below.

Debrief Questions: *(you can use a ball to toss to different players to answer the questions)*

- What do you think about the different arguments? Is one more right than the other?
- What points do you agree with the most?
- Which points do you disagree with the most?
- What are some ways you could use the web and social irresponsibly?
- If there are pros and cons to using the web and social media, which guidelines do you use to be a responsible user?

Scenario Activity:

Scenario: (have a player read aloud)

You met Sally six months ago on a big vacation you took for your birthday. You've been hooking up ever since, and now that the season is underway and you're on the road a lot. Sally asks you to send her some naked pictures. You're concerned and slightly uncomfortable - you don't know if this could become a problem, but you send them anyway. One Friday night, you go to a party where you planned to meet up with Sally. Sally doesn't arrive until much later, and she notices that you are hanging out and flirting with another woman. When Sally pulls you aside and asks why you are flirting with another woman, you tell her that she's late and remind her that you two are just hooking up and that you don't want to be "tied down" right now. Sally is visibly upset. She then threatens to send around your naked pictures and post them online too. "That way, everyone will know what a dirt bag you are."

Debrief: (you can use a ball to toss to different players to answer the questions)

- How would you feel in this situation? What are you most afraid of?
- How would you respond to this situation in a respectful way?
- What would you say to Sally?
- Pretend the roles were reversed, how would Sally feel?
- What is the lesson to be learned in this scenario?

Wrap up and Takeaways:

- Pressure, control, or threats are never Ok, whether online or not.
- Sharing nude photos or compromising photos can be dangerous, especially as professional athletes.
- What you say and do online is a reflection of you, the organization, your family and your teammates. Media and reporters start following you the day you sign.

SESSION 6 | Understanding Consent: Communication & Boundaries (Safe, Sober, and Non-Violent)

By the end of this session, players will be able to:

- Discuss and respect personal boundaries around intimate and sexual activities to create healthy, safe relationships and situations.
- Refuse to use pressure, threats, or force in any physical encounter.
- Actively oppose and prevent incidents of rape, coercion, and assault.

Talking Points for the Session:

- Ask and listen to what the other person wants. If anyone feels unsure or uncomfortable, show respect and stop the situation.
- Consent for one intimate activity, like kissing, doesn't mean consent for another sexual activity.
- Someone who has been drinking or using drugs has diminished their ability to give and to hear consent.
- Allegations of rape are extremely serious and can involve an investigation by law enforcement.
- Think about what you are consenting to as well. Make sure you are comfortable and are aware of what you want and what you're doing.
- There can be consequences on your career, simply by putting yourself in questionable situations.
- People may treat you differently because of the exposure your career brings. Be cautious.
- When making decisions, think long-term "Is this going to serve me in the long run?"

Discussion Questions: *(you can use a ball to toss to different players to answer the questions)*

- How do you define consent?
- How do you determine consent?
- What are different ways a person could pressure someone else to do something they don't want to do?
- Does consent for one sexual activity such as kissing mean consent for another sexual activity?
- How do you differentiate between someone being nice and an actual sexual invitation?
- What is sexual assault or rape?

Scenario Activity:

Scenario: (have a player read aloud)

You are attending a party with your friends to celebrate a recent win. You have been dancing and drinking, and you have been eyeing and flirting with someone you have just met. You decide to invite them back to your place for an after party with your friends. They agree to join you. At your place, you both continue drinking and getting closer. You move to the hot tub together and begin to kiss, although they seem hesitant to take it further. You tell them you like how they play "hard to get", and you continue to try to engage them sexually, but they continue to move away.

Debrief: *(you can use a ball to toss to different players to answer the questions)*

- What do you do next? Why?

- What do you think is going on for them? How do you find out?
- Have you had a similar situation? How did you handle it?

Wrap up and Takeaways:

- Consent is everywhere. Make sure you know what you *and* the other person is consenting to.
- Rape is a serious crime.
- Talking openly about desires and concerns will help you and your partner feel comfortable.
- Respecting others choices and boundaries is key.

SESSION 7 | Healthy Masculinity: Many Ways to be a Man

By the end of this session, players will be able to:

- Discuss attributes of healthy and unhealthy masculinity
- Identify that they can choose the kind of man they want to be
- Determine how they want to be remembered as men

Talking Points for the Session:

- Society, including the media and advertising, is often trying to sell us one particular version of masculinity which tends to be rigid, monolithic, and unchangeable.

- The truth is that there are many ways to be a man, some of which are healthy and some are unhealthy.
- There are plenty of examples of men who are healthy, positive role models for all of us.
- A balanced human being embodies characteristics often assigned to men (strength, courage) and characteristics often assigned to women (love, compassion).
- We all can choose the kind of man we want to be.

Masculinity Exercise & Discussion: *(you can use a ball to toss to different players to answer the questions)*

Guide players through this mental exercise by reading the statements below, asking the question, and have at least one player respond..

- Think of a man who is a positive role model to you. It could be a relative or a friend or a player or coach.
 - Q: What are three of the top qualities you admire about this man?
- Now think of a man who has done things you think are wrong. Again, it could be a relative or a player or a celebrity you don't personally know.
 - Q: What are some of the characteristics you think led this man to make such destructive choices?
- Next think about a man you have seen in an ad, maybe trying to sell you a watch or a car or alcohol.
 - Q: What are some of the main characteristics of that man?
 - Q: Are these characteristics closer to the positive role model or to the man who did something wrong?
- Lastly, think about a woman you admire.
 - Q: What are three of the top qualities you admire about this woman?
 - Q: Are these characteristics closer to the positive role model or to the man who did something wrong?
 - Q: How about to the man in the ad?
- Q: What does this exercise tell you about how we see men in our society?
- Q: How would you like men to be portrayed in the media and advertisements?

Legacy Re-Aloud: *(have different players read aloud each bullet point)*

- One way to know the kind of man someone was is to look at his obituary (a notice of a death, which usually appears in a newspaper or online). For instance, take Ben Chapman. He won a World Series with the 1930s Yankees and was selected four times to the All-Stars game, but his obituary starts with "Ben Chapman was one of Jackie Robinson's greatest tormentors when baseball's color barrier came tumbling down." He is remembered first as a racist, in spite of all his baseball accomplishments.

- On the other hand, Roberto Clemente’s obituary begins like this: “Roberto Clemente died in a plane crash while traveling at great risk in response to urgent requests to deliver help to earthquake devastated Nicaragua.” He is remembered not only as a great player, but also as a great humanitarian.
- Think what you would like your obituary to say that is not related to baseball. It could be that you were a great father, a loving husband, a true friend. As a father or future coach, especially of boys, the man you chose to be will be observed and passed along, and will be a part of your legacy. It is totally up to you to shape how you will be remembered as a man.

Wrap up and Takeaways

- There’s many ways to be a man.
- You can choose what kind of man you want to be.
- This is how you are going to be remembered.

SESSION 8 | Bragging About Sexual Reputation: Respecting Your Partner’s Privacy

By the end of this session, players will be able to:

- Recognize that bragging or lying about their sexual reputation is disrespectful and wrong.
- Recognize that spreading stories about someone else’s sexual activity can be disrespectful and harmful.
- Refuse to spread private information or to speak disrespectfully about another person’s sexual reputation.

Talking Points for the Session:

- Put-downs and derogatory jokes may seem innocent, but they can cross the line to make someone feel inferior, intimidated, objectified or even violated.
- Many guys think they're flirting or being funny or cool when commenting unsolicited on a person's clothing or appearance - they're not, this is catcalling. You might even think the other person is asking for these comments, but that's highly unlikely too. No one asks to be harassed because of who they are or how they look.
- Recognize that bragging and using insulting language about a sexual encounter - whether true or not - is disrespectful and unprofessional.
- When you hear stories about someone's sexual experiences, don't laugh or encourage it. It's best to ask the person to stop or leave the situation.

Scenario Activity:

Scenario: (have a player read aloud)

You are working out with Tom and Justin at the gym and you begin to talk about last night at the club. Justin starts talking about the "girl he took home last night" and describes her body in really provocative and somewhat offensive ways. He starts to describe the sexual acts they engaged in, and a few of the things he was able to convince her to do. He continues by describing her as "kind of pathetic and easy." Tom laughs and makes a joke about a woman whom he refers to as his most recent 'conquest' and then goes on to talk about how women constantly fall all over him.

Debrief: (you can use a ball to toss to different players to answer the questions)

- What do think about the ways in which Tom and Justin describe the women they hook up with?
- For you, is this normal locker room talk? What do you think about the idea of "locker room talk?"
- How do you think it feels to a person when their private intimate details are revealed or when someone uses disrespectful language when talking about them?
- Imagine someone using that same language to describe someone you love, like your sister, daughter, niece, or another person you care about. Would your reaction change? If so, why?

Wrap Up and Takeaways:

- Describing someone as "pathetic, stupid" or "easy" reinforces damaging negative stereotypes.
- Insults are unacceptable and you can make this known to people you respect.
- Language is powerful, especially when it is used in a negative way. Always speak with respect.

SESSION 9 | When Aggression Crosses the Line: Recognizing Boundaries & Consequences

By the end of this session, players will be able to:

- Recognize the different degrees of aggression, on and off the field.
- Identify when they're becoming aggressive.
- Adjust their behavior when they feel themselves becoming too aggressive.

Talking Points for the Session:

- Always remember that violence does not equal strength, and that there are always more constructive ways to handle tense or upsetting situations. Using violence is never an option.
- In sports, aggression is controlled by rules. If you break them, you could be penalized or even ejected. The same is true off the field. We all have moments when we become frustrated or angry but this should

never lead anyone to be violent or abusive against others. Doing so may well have devastating career and social consequences, as well as serious legal consequences.

- Assertiveness and aggression are different. You can be *aggressive* on the field, but not off the field. You can be *assertive* off the field in a respectful way when you need to communicate boundaries with someone.
- Learn to recognize when you're becoming overly aggressive and think about what you need to do to cool down. Think about how those around you are going to respond. You might choose to take a walk, do some deep breathing, call a friend, visit with a family member, health professional, or coach, or do something that relaxes you so that you can take your mind off the situation.

Discussion Questions: *(you can use a ball to toss to different players to answer the questions)*

- What is aggression?
- Why do you use aggression?
- Are there levels of aggression that are appropriate? Where?
- What is the difference between aggressive and assertive? How do you use assertiveness?
- How do you manage your aggression on the field? How do you manage it off the field?
- How do you cool down when you're feeling too aggressive

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Group Scenario Activity:

Break-up players into 4 groups. Provide them with the scenarios and the group activity questions below. Ask them to read and discuss the scenario and questions for about 5-7 minutes. Bring the group back together and ask at least one person from each group to report back their thoughts on the scenario and how they would handle the situation.

- You have been under a lot of pressure in the new season. Your wife/girlfriend gave birth three months ago but the baby doesn't sleep through the night, and you are really tired. There's an important game tomorrow and you're trying to sleep but the baby is crying. You yell at your wife/girlfriend, "*Why are you so damn lazy?!, Hurry up and take care of this. You know I have a big game tomorrow and I'm the only one that works here. All you have to do is shut the baby up.*"
- You're at the movies with some friends and a new woman that you're dating, as well as her 8 year old daughter. You're running late to the movie, so you are already stressed by the time you get there. You get upset with the concessions clerk when he gets your order wrong. You curse at the clerk, and you demean him for getting your order wrong. When the woman you're dating speaks up and asks that you not curse in front of her daughter, you tell her to "shut up - that you're not even talking to her". When your friends speak up in her defense, you become more upset, and ultimately storm out of the theatre, insulting the woman you're dating, by lashing out at her for turning your friends against you.

- Your cousin is visiting you and although you've had a good time for the last week, now you are hoping for some space. Your cousin is asking for money, tickets to the game, to join you for all your social events and you aren't sure how to set boundaries. One day you come home to a party after a difficult game. You are so tired and upset you get into an argument with your cousin in front of everyone in your house. Your cousin is inebriated and becoming physically aggressive.
- You just finished a game, and as you exit the stadium a group of people approach you for your autograph, some of them are physically pushy and getting too aggressive. You sign some things for people but as you try to walk away one person keeps following you and you try to just keep moving to your hotel. Later this person knocks on your door at the hotel room and when you open the door to ask them to stop, they try to get into your room. You're tired, and afraid this might escalate.

Group Activity Questions: *(you can use a ball to toss to different players to answer the questions)*

- Where do you see aggression in this scenario?
- Who is the first person to become aggressive?
- Is the level of aggression appropriate?
- How would you handle this situation?
- How would you keep yourself from becoming too aggressive?

Wrap Up and Takeaways

- Only you are in control and responsible for all of your actions and emotions.
- Find ways to cool down when you are feeling overly aggressive, especially off the field.
- Aggressive on the field. Assertive off the field.

SESSION 10 | Communicating Boundaries: Communication, Respect, Trust and Support in Healthy Relationships

By the end of this session, players will be able to:

- Recognize the importance of talking with their partner and others about what's okay, or not okay, in their relationships.
- Initiate conversations about setting boundaries in their relationships.

Talking Points for the Session:

- Healthy relationships - whether with family, friends, or intimate partners - are built on many things, like communication, mutual respect, and healthy boundaries.
- Recognize the importance of talking with your loved ones - whether family, friends or an intimate partner - about what's okay, or not okay, in your relationship.

- Initiate conversations about setting healthy boundaries in relationships allowing each other to respect each other's independence and recognize the importance of positive time together.
- If talking doesn't seem to be working and the conversation starts to escalate, think about what you need to do to cool down. It could be going for a walk, taking a deep breath, giving a friend a call, talking it over with a family member or coach, or doing something you enjoy to take your mind off the situation.
- Understanding what's ok or not ok for you can be difficult enough, but figuring how to best communicate that to those around you can at times feel awkward and cause tension. It can also be hard to figure out others' boundaries and expectations.

Scenario Activity:

Scenario: (have a player read aloud)

Mitchell is 3 years into his career as a Giant and these past few years have been rewarding and challenging at the same time. Mitchell, like all players, had to learn to manage the pressures of being a pro, understanding that the camera is on you any time you're in public, adjust to moving to a new city away from his closest friends and family. He was prepared for several of these challenges, but Mitchell has been surprised by the financial expectations put on him by his family. They've been very supportive of him and his career from the beginning. With the passing of his mom this past year, his 19 year old younger brother, Steven, recently moved in with Mitchell. At first, Mitchell welcomed Steven's company, given the comfort and familiarity it provided after the death of their mom and a hard season. With time, Mitchell begins to feel like Steven is taking advantage of him, like when he throws parties without Mitchell's permission. Mitchell and Steven get into an argument, about the parties Steven is throwing, the mess Steven has left around the house, and that Mitchell feels like he can't relax at home after the game. Steven yells at Mitchell "You have all this money and this big house what's the problem!" Then Mitchell yells back "You're lazy and ungrateful. You just want to take advantage!" From there the argument gets more heated.

Debrief: (you can use a ball to toss to different players to answer the questions)

- Where did this interaction go wrong?
- Is one person more "right" than the other?
- How could this argument have been prevented?
- What does it mean to have healthy boundaries?
- How can Mitchell set healthy boundaries on Steven without being disrespectful?
- Think of a situation where you and someone you cared about - whether family, friends, or intimate partners - disagreed about something (like how much money to spend).
 - How did you handle it? Would you handle it differently now?

Wrap Up and Takeaways

- Healthy relationships are built on mutual respect and healthy boundaries.

- When a disagreement arises, address it directly with the other person calmly and respectfully. Explain what's bothering you so you can come to a mutual understanding.
- Be clear about your boundaries and try to understand the other's boundaries too.

SESSION 11| Using Non-Violent Communication: Working Through Relationship Problems

By the end of this session, players will be able to:

- Use tools for managing conflict in a healthy and respectful way.
- Reject the use of pressure or intimidation in their relationships and friendships.
- Refer back to tools on how to monitor aggression and determine when it crosses the line.
- Refuse to become abusive or violent in their relationships.

Talking Points for the Session:

- You all gave good examples of strategies that can be effective to maintain a healthy relationship. You already know what works for you! What works for some people doesn't work for others, so it's important to keep in discovering the strategies that are effective for your
- *Facilitators can share some strategies that have worked for them and give examples on how they have used them.*

- *Facilitators can also answer the question and model how they continue to learn.*
- All relationships have issues and disagreements, and that's natural. Conversation about finances and money can be especially difficult. Talking to the other person directly and respectfully about what's bothering you and what's bothering them can help you come to a mutual understanding.
- All relationships have conflicts. The difference between a successful and an unsuccessful relationship is how the partners deal with conflict. It is OK to disagree, but it's never OK to be disrespectful, abusive, or violent.
- It's important to hold yourself and each other accountable for disrespectful and unlawful behaviors that reflect poorly on the individual - particularly as a world class athlete - and the team overall.

Healthy Strategies for Problem Solving Activity:

- Divide players in groups of three and ask them to share some of their favorite or most surprising healthy strategies for dealing with relationship problems that they've learned.
- Ask each player to offer at least one strategy. One of the players should write them down.
- Once they are finished use the debrief questions below to engage in conversation.

Debrief: *(you can use a ball to toss to different players to answer the questions)*

- Have someone from each team share what they learned?
- Which strategies stood out for you and why?
- Would anyone like to share a personal experience when you used one of these strategies?
- Would anyone like to share a personal experience where you wish you had better tools for addressing conflict?
- Is there a new strategy you just heard about that you want to try in the future? Which one and why?

Wrap Up and Takeaways:

- Refuse to use violence, disrespectful language, or emotional abuse to address conflicts.
- All relationships have conflict. Remember to PAUSE and listen before reacting.
- Take a walk or remove yourself from the situation to calm down if things get heated.

SESSION 12 | Modeling Respect & Promoting Equity: Teamwork, Responsibility, Integrity & Non-Violence

By the end of this session, players will be able to:

- Treat others how they want to be treated.
- Model respectful behavior towards women and girls, and everyone in their language and actions (e.g. refuse to laugh at or support disrespectful jokes).
- Notice and support teammates' or friends' respectful behavior.

Talking Points for the Session:

For the scenario

- As a professional athlete in the national spotlight, Benjamin's favorite pitcher is a role model to many fans, including young men that can be influenced by his behavior.
- Benjamin is both disappointed and protective of his favorite player, indicating that the outcome of this incident can be a powerful influence on his perceptions of what is acceptable behavior toward women and girls.
- Talk to Benjamin about your feelings about violence against women and why there's no excuse for abuse.
- Point out that there are other professional players that have taken a stand against violence and/or are respectful, upstanding men.

- Sometimes people use their strength to overpower others to prove their manhood or authority, but that this type of behavior is NEVER acceptable.

Scenario Activity:

Scenario: (have a player read aloud)

You are having breakfast and watching SportsCenter one morning with your 14-year-old son, Benjamin. You hear that Benjamin's favorite baseball player - a star pitcher- has been arrested for assaulting his wife. Benjamin seems upset and comments, "Well, I hope they don't bench him. They keep going after the best guys. My friend Lance says that this stuff is almost never true."

Debrief: (you can use a ball to toss to different players to answer the questions)

- What is your initial reaction to this scenario?
- What would you say to Benjamin?
- How do you think this news affects Benjamin's perceptions of the consequences of one's actions?

Close Out Questions: (you can use a ball to toss to different players to answer the questions)

- What was the most impactful thing you learned in the last 12 weeks?
- Is there anything that you've learned that you have applied in your life?
- How are you going to spread this knowledge to others?

Program Wrap Up and Takeaways:

- Sports have been a platform for advancing positive change in the world for decades. For example, sports has helped our country break down barriers of segregation and racism; it can bring societies and countries together in times of war, providing inspiration and optimism, when people need it most. Today, you are being called upon to address a major societal and generational problem: ending violence against women.
- As we close our last session, remember: A professional baseball player is in the national spotlight, not only as an athlete, but also as a person.
- As a Giant, you represent this entire organization and you are a public figure. Think of ways that you can use your spotlight in a positive way to promote respect and equity - teamwork, responsibility, integrity, non-violence.
- Each of you is part of something special on this team. Your commitment is a responsibility - defend it and share it.
- Model respectful behavior towards everyone, including women and girls, in your language and your actions. Always remember that your family and fans are watching you, listening to you, and learning from your actions and words.