

# THIS IS HOW WE PLAY THE GAME OUR ZERO TOLERANCE STANCE

Whether you are a Guest or a Teammate at DICK'S  
**WE DO NOT ACCEPT RACISM OR  
DISCRIMINATION OF ANY KIND.**



## **WE BELIEVE:**

*You belong here, and we welcome you as you are.*

*Your unique qualities are important.*

*You will be treated with dignity and respect.*

**Your voice is vital in building an inclusive experience and we want to hear from you! Please share your experiences by seeking out a DICK'S Leader or calling our ethics hotline: 866-814-2749**