

## **Inclusion Policy**

**Revised November 25<sup>th</sup>/2025**

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### **1. Preamble**

Baseball Nova Scotia ('BNS', 'we', 'our', or 'us') aims to provide equality in programming and opportunities to all its members, regardless of such factors as age, national or ethnic origin, race, religion, sex, sexual orientation, gender identity or expression, disability or any other analogous ground.

Wherever possible, reasonable accommodations are to be made to allow participation by all members. This may include, but is not limited to athletes, coaches, officials, coach developers, board members and staff members

### **2. Scope**

2.1 This policy applies to:

- a) All players, coaches, officials, staff, and volunteers registered with BNS.
- b) All member associations, clubs, leagues, and affiliated programs.
- c) All BNS-sanctioned activities, including practices, games, events, meetings, and digital interactions.

### **3. Purpose**

The purpose of this Policy is to ensure Baseball Nova Scotia is committed to Inclusion practices in its operations, programming, and governance.

### **4. Commitment to Inclusive Practices**

As part of its commitment to having inclusive operations, Baseball Nova Scotia will make reasonable efforts in the following areas:

#### **4.1 Socioeconomic**

BNS and member associations will promote fee-assistance programs (KidSport, etc.) and seek to reduce financial barriers to participation.

#### **4.2 2SLGBTQIA+**

All 2SLGBTQIA+ individuals are welcomed and protected under this policy. Language, uniform policies, and team environments must support dignity and respect for diverse identities.

#### **4.3 Racialized Communities**

BNS acknowledges the history and ongoing impacts of colonialism and systemic racism. BNS and member associations will make reasonable efforts to remove barriers and create culturally supportive spaces. Discrimination based on race, ancestry, ethnicity, or cultural identity will not be tolerated.

#### **4.4 Disabilities**

BNS will provide reasonable accommodations—including modified rules, adaptive equipment, or program adjustments—to support participation. Where safety is a concern, BNS will work collaboratively with families and individuals to ensure the least restrictive solution.

#### **4.5 Gender**

Per the BNS Gender Equity Policy, BNS commits to the equitable allocation of resources, financial and otherwise, and the provision of services for girls and women and ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies. Participants have the right to be addressed by their preferred name and/or pronoun.

### **5. Roles and Responsibilities**

Baseball Nova Scotia members are expected to adopt this Inclusion Policy, while also adhering to the Code of Conduct and Ethics in the BNS Safe Sport Policy Suite.

## **6. Enforcement**

- 6.1 Complaints or concerns should first be directed to the club.
- 6.2 Should further resolution be required, the Discipline and Complaints Policy in the Safe Sport Policy Suite will be followed. The Alternative Dispute Resolution will be considered when appropriate.

## **7. Ongoing Commitment to Inclusion**

- 7.1 Baseball Nova Scotia resolves to incorporate inclusive approaches in its strategies, plans, actions, and operations and will regularly evaluate its progress.
- 7.2 If an Individual does not believe Baseball Nova Scotia is demonstrating its commitment to Inclusion as described in this Policy, the Individual may submit a complaint under the terms of Baseball Nova Scotia's policies for complaints and dispute resolution.