



AKBA EQUITY, DIVERSITY AND INCLUSION POLICY

POLICY STATEMENT

The AKBA is committed to developing, maintaining, and supporting a culture of equity, diversity, and inclusion.

PURPOSE

Equity is the belief and practice of treating persons in ways that are fair, equitable, and just. The AKBA is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability.

Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. The AKBA will take a leadership position by making a clear commitment to full and equitable participation at all levels of the organization.

The AKBA will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering AKBA policies and programs.

The AKBA supports and advocates for the rights of all participants and persons with disabilities to participate in the game of baseball with respect, dignity, and equity.

GUIDELINES

- Players may compete on any team that corresponds with either their gender assigned at birth, or their gender identity.
- The AKBA will not solicit or accept sponsorship or partnerships from companies which discriminate against any minority group.
- Any use of language or actions is prohibited if such language or action denigrates or could reasonably be perceived to denigrate a person or group of people based on:
 - Ethnicity, colour, or origin (including the use of racial slurs, jokes, and actions that ridicule a particular race or ethnicity).
 - Sexual orientation (including the use of anti-LGBTQ+ slurs, jokes, and actions that ridicule a person based on actual or perceived sexuality).
 - Gender or gender identity.

- Mental or physical disability.

RESPONSIBILITY

1. The Board shall consider equity, diversity, and inclusion when setting policies and in conducting oversight of operations.
2. The Board shall consider equity, diversity, and inclusion when reviewing existing programs and policies and when creating new programs and policies.
3. The President shall consider equity, diversity, and inclusion when making appointments to the various boards and councils.
4. The Board should actively pursue opportunities to educate AKBA members, including staff, athletes, coaches, umpires, and volunteers on the importance of equity, diversity, and inclusion to the AKBA.
5. The Board shall ensure that the organization makes best efforts to develop operational procedures and rules which are equitable, and support diversity and inclusion.
6. The Board shall ensure that the organization makes any reasonable efforts to accommodate persons with disabilities in their participation with baseball within the limits of safety for all participants.
7. The Discipline Committee and the Board as a whole shall ensure that all instances of alleged discrimination are investigated and dealt with in a manner that respects the AKBA's fundamental belief in equity, diversity, and inclusion.
8. Each member of the Board has a responsibility to use their best efforts to ensure that the Board is complying with its responsibilities in this equity, diversity, and Inclusion policy.