



## Equity, Diversity and Inclusion Policy

### POLICY STATEMENT

The AKBA is committed to developing, maintaining, and supporting a culture of equity, diversity, and inclusion within all aspects of its organization.

### PURPOSE

Equity is the belief and practice of treating individuals in ways that are fair, equitable, and just. The AKBA is an inclusive organization and welcomes the full participation of all individuals in its 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. Individuals may need to be treated differently in order to be treated fairly.

The AKBA will take a leadership role 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, and delivering AKBA policies and programs.

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

### GUIDELINES

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

### RESPONSIBILITY

- (a) The Board shall consider equity, diversity, and inclusion when setting policies and overseeing the operations of the organization.

- (b) The Board shall consider equity, diversity, and inclusion when reviewing existing programs and policies and when developing new programs and policies.
- (c) The Board shall consider equity, diversity, and inclusion when making appointments to the various committees and councils of the organization.
- (d) 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 within the organization.
- (e) The Board shall ensure that the organization makes best efforts to develop operational procedures and rules that are equitable and that support diversity and inclusion.
- (f) The Board shall ensure that reasonable efforts are made to accommodate persons with disabilities in their participation in baseball, within the limits of safety for all participants.
- (g) The Discipline Committee, together with the Board as a whole, shall ensure that all instances of alleged discrimination are investigated and addressed in a manner that respects the AKBA's fundamental commitment to equity, diversity, and inclusion.
- (h) Each member of the Board has a responsibility to use their best efforts to ensure that the Board complies with its obligations under this Equity, Diversity and Inclusion Policy.

**Last updated March 2026**