

# NSA/BPA Policy on Reasonable Modifications for Individuals with Disabilities

## Purpose

The National Softball Association/Baseball Players Association (NSA/BPA) is committed to ensuring that all participants have equal access to its programs and events, in accordance with the **Americans with Disabilities Act (ADA)** and other applicable laws. This policy outlines the procedures for requesting reasonable modifications to NSA/BPA rules and procedures for individuals with disabilities.

## Policy Statement

All NSA/BPA rules, by-laws, policies, and procedures are subject to reasonable modification to accommodate individuals with disabilities, unless the requested modification:

- Fundamentally altering the nature of sport or activity,
- Creates an undue financial or administrative burden for NSA/BPA or its partners,
- Poses a significant risk to the health or safety of the participant or others,
- Results in an unfair advantage for the individual requesting the modification.

## Definition of Disability

As defined by the ADA, a person with a disability is an individual who has a physical or mental impairment that substantially limits one or more major life activities.

## Requesting a Reasonable Modification

Participants seeking a reasonable modification to the rules or policies must adhere to the following procedure:

1. **Notification:** Submit the request to the applicable local league, tournament or state director, and/or event organizer.
2. **Timing:** Requests should be made **no less than two (2) weeks in advance** of the league or event start date. Failure to provide timely notice may result in delays or the inability to accommodate the request.
3. **Details Required:**
  - A description of the requested modification,
  - The reason the modification is necessary,
  - An explanation of how the modification relates to the individual's disability and how it addresses potential discrimination.

## **Review Process**

All requests for reasonable modifications will undergo an individualized assessment by the appropriate NSA/BPA officials. This review will include:

- The participant's specific circumstances and disability-related needs,
- The purpose of the rule, policy, or practice in question,
- Whether the modification meets the criteria outlined in this policy.

## **Outcome**

Following review, NSA/BPA will determine whether the requested modification can be reasonably granted. If a modification is approved, organizers will implement it in a manner that supports inclusion while maintaining the integrity and safety of the sport.

## **Questions or Concerns**

For further information or clarification, reach out to the NSA/BPA National Office.