

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.