



# BRITISH BASEBALL FEDERATION TRANSGENDER AND NON-BINARY POLICY

## British Baseball Federation Transgender and Non-Binary Policy

The British Baseball Federation (BBF) seeks to be fully inclusive.

All teams participating in the 2023 BBF Women's League (BBFWL) were included in the consultation process that took place in March and April of 2023. The consultation also included input from various other persons and organisations including the LGBTQ+ panel for the sports of baseball and softball.

### 1 Definitions

**1.1 Transgender:** Transgender is an umbrella term for a person whose gender identity is different from their sex registered at birth. A trans woman is a person registered male at birth but identifies as a woman. A trans man is a person registered female at birth but identifies as a man.<sup>1</sup>

**1.2 Non-binary:** The Government defines a non-binary person as someone who identifies as in some way outside of the man-woman gender binary.<sup>2</sup>

### 2 Scope

**2.1** This policy specifically pertains to Trans Women and Non-Binary BBFWL players. In all other baseball leagues and competitions, coaches, managers, volunteers, umpires, and all other non-playing forms of participation are inclusive.

### 3 Participation

**3.1 Adult Leagues:** The BBF has a fully inclusive policy in the NBL, Triple A, Double A, Single A leagues and all affiliated leagues other than BBFWL. Anyone who wishes to play baseball in those leagues are free to join and play there.

**3.2 BBF Women's League:** The BBF recognises, however, that not all players wish to play in the BBF Adult Leagues and that a number of Trans Women and Non-Binary individuals wish to play in the BBF Women's League. The BBF approves the participation of Trans Women and Non-Binary individuals playing in the BBF Women's League (BBFWL).

**2.3.1** The BBF acknowledges that during the consultation there were concerns about skill levels which could undermine fairness in the game. Baseball is a game where superior speed, strength and power is a distinct advantage in playing the game and the BBF wants to ensure that fairness is preserved. As a result, the BBF recognises that it is important to strike a balance between inclusivity and fairness, and to ensure

<sup>1</sup> Government Equalities Office (2018). Trans People in the UK. Retrieved on April 26<sup>th</sup> 2023.

([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721642/GEO-LGBT-factsheet.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf))

<sup>2</sup> House of Commons Library (2022). Non-binary gender recognition: law and policy. Retrieved on April 26<sup>th</sup> 2023  
(<https://commonslibrary.parliament.uk/research-briefings/cbp-9515/>)



that all athletes are able to compete in a safe and respectful environment. This policy enables consideration to individual circumstances which will include a judgement about levels of skill, speed, strength and power of the individuals who wish to play

**3.3.2** The BBF would expect team managers, coaches and leaders not to allow an unfair situation to present itself and would like to see pre-game discussions held with integrity and respect to avoid this happening.

#### **4 Review**

**4.1** This policy will be under continual review and the BBF reserves the right to amend it as it sees fit if it does not work in practice. The BBF recognises that these are evolving terms.

**4.2** The BBF understands the sensitivities of this subject and private feedback is welcomed if it would help to further improve this policy. Please refer all feedback to our email address: [info@britishbaseball.org.uk](mailto:info@britishbaseball.org.uk)