



OFFICIAL LANGUAGES POLICY

Overview

Baseball New Brunswick is the not-for-profit provincial sport organization responsible for governing amateur baseball across the province of New Brunswick. As a bilingual organization, we are committed to upholding bilingualism and ensuring the equal status and use of New Brunswick's two official languages, English and French.

Application of this Plan:

1. The linguistics plan applies to all employees and members of Baseball New Brunswick (Staff, Directors and Officers, Administrators, Players, Coaches, Officials, Volunteers, etc.). Creating an environment where both languages can be used helps build relationships with our members more effectively and will improve the ability to provide quality services in both English and French.
2. Baseball NB strives to:
 - a. Respect and promote both official languages (English and French) and encourage members to speak in the language of their choice;
 - b. Ensuring all official Baseball NB documents are available in both official languages;
 - c. Make any public or media announcements in both official languages;
 - d. Provide all materials on <https://baseballnb.ca/> in both official languages;
 - e. Encourage members of both official language communities to participate in activities, projects, or programs;
 - f. The recruitment of volunteers and staff will emphasize the knowledge, skills and linguistic abilities needed to successfully perform the job and where necessary, bilingualism will be a basic requirement for the position.

Linguistics Plan

1. **Website:** The Baseball NB website (<https://baseballnb.ca/>) will be fully translated in both official languages (English and French)
2. **Documentation:** All Baseball NB official documentation will be available in both official languages. This includes, but is not limited to the following:
 - a. Bylaws
 - b. Policies and Procedures
 - c. Meeting Minutes
 - d. Tryouts and Evaluation Criteria
 - e. Baseball NB Handbook
 - f. Calendar of Events
 - g. Award/Nominations
 - h. Travel Permit
3. **Email Correspondence (Board of Directors)**

Approved: April 20, 2026

- a. The Baseball NB Board of Directors has expressed a strong understanding of English and has indicated that email communication from staff in English only is acceptable. Should the composition of the Board of Directors change, or should communication in only one official language no longer be acceptable, staff will ensure that all future official email communications to the Board of Directors are provided in both official languages.
- 4. Email Correspondence (Membership/General Public)**
 - a. All official email correspondence from Baseball NB to the membership will be translated in both official languages. Baseball New Brunswick will 'reply' to all emails in the language of the received correspondence (Ex. If an email is received by Baseball NB in French, Baseball New Brunswick staff will respond in French).
- 5. Social Media**
 - a. All social media posts and graphics from Baseball NB will be made available in both official languages. When Baseball NB 'shares' content from other social media users (Ex. Baseball Canada), it will be shared in the languages provided by the user.
- 6. Resources**
 - a. Baseball NB regularly shares resources with its membership that are developed by external organizations or individuals. In cases where these resources are available in only one official language, Baseball NB will distribute them in the language provided. Reasonable efforts will be made to identify and share comparable resources in the other official language to support and serve the membership.
- 7. Courses (Coaching, Umpiring)**
 - a. All Baseball NB coaching and umpire courses will be advertised in the language available. Members will receive materials (Manuals, Rulebooks, etc.), in their preferred language.
- 8. Events**
 - a. Baseball NB events (Hall of Fame and Awards Banquet, Annual General Meeting, Board Meetings etc.), will be held in both official languages. If all attendees/participants express comfort in proceeding in one official language, Baseball NB will proceed in that language only. Members (Award winners, Keynote Speakers, etc.) will be encouraged to speak in the language of their choice.