



WBSC

WORLD  
**BASEBALL SOFTBALL**  
CONFEDERATION

*Game Time!*

**HUMAN RIGHTS  
POLICY**



# **HUMAN RIGHTS POLICY**

This Policy came into force on 21 January 2026.  
This Policy will be reviewed periodically to reflect any necessary updates.

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# CHAPTER 1 PREAMBLE

## Article 1 Preamble

1.1 As the world governing body for the Sport of Baseball/Softball, the WBSC is committed to respecting Internationally Recognised Human Rights. In line with the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs), the WBSC seeks to prevent, mitigate and, where appropriate, address human rights issues connected to its activities.

1.2 The Internationally Recognised Human Rights within this policy are those expressed in the following international frameworks (now in force or as amended from time to time):

- the International Bill of Human Rights, comprising:
  - the [Universal Declaration of Human Rights](#);
  - the [International Covenant on Civil and Political Rights](#);
  - the [International Covenant on Economic, Social and Cultural Rights](#);
- the [International Labour Organisation Declaration on Fundamental Principles and Rights at Work](#);
- the [Convention on the Elimination of All Forms of Discrimination against Women](#);
- the [Convention on the Rights of the Child](#); and
- the [Convention on the Rights of Persons with Disabilities](#).

1.3 The WBSC's commitment to respect Internationally Recognised Human Rights is reflected within the organisation, in this Policy, and embedded in and across its Statutes, By-Laws, Rules and Regulations, including related policies and the following operational documents:

- the WBSC Integrity Code, including:
  - the [WBSC Ethics By-Laws](#);
  - the [WBSC Gender Rules](#);
  - the [WBSC Safeguarding for Harassment and Abuse Rules](#);
  - the [WBSC Whistleblower Policy](#);
- the [WBSC Event Hosting Manual](#) and its appendices;
- the [WBSC Sustainability Strategy](#);
- the [WBSC Athletes' Declaration](#); and
- the [WBSC Strategic Plan](#).

## Article 2 Responsibility towards Human Rights

2.1 This Policy applies to WBSC as an organisation and guides how WBSC conducts its activities and exercises its role as an international sports federation. It applies to WBSC Members and Continental Associations

2.3 Where national law differs from Internationally Recognised Human Rights, the WBSC and any person that falls under this policy will strive to comply with Internationally Recognised Human Rights to the greatest extent possible.

## Article 3 Implementation

3.1 This Policy has been reviewed and approved by the WBSC senior management which oversees its implementation.

3.2 The WBSC Integrity Unit supports the implementation of this Policy working with the other WBSC departments and event organisers.

# CHAPTER 2 PRINCIPLES AND KEY HUMAN RIGHTS AREAS

## Article 4 Core principles

4.1 The WBSC commits to the following principles in the conduct of its activities:

- respect for the human dignity and equal worth of every person involved in Baseball/Softball;
- support the participation in Baseball/Softball without discrimination;
- promotion of diversity and inclusion within WBSC activities;
- avoiding causing or contributing to any adverse human rights impact through its own activities, and addressing such impacts where they occur;
- seeking to prevent or detect and mitigate any impact that is directly linked to its operations, products and services through its business relationships; and

- seeking to use or increase leverage, where appropriate, with Members, Continental Associations, event organisers and business relationships to respect human rights.

4.2 The WBSC seeks to identify and address potential human rights risks connected to its activities using its existing governance, integrity, safeguarding, and event-related frameworks.

## Article 5 Anti-discrimination

5.1 Discrimination may be defined as any distinction, exclusion or restriction based on one or more protected grounds that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms or preventing equal participation in any area of life regulated by law<sup>1</sup>. We include in this Article 3 of the WBSC Statutes.

5.2 WBSC rejects discrimination of any kind, on whatever grounds. This principle, together with the promotion of equal opportunity and fair access to participation in Baseball/Softball, is embedded in its Statutes, By-Laws, Rules and Regulations. Through this commitment, the WBSC seeks to advance gender equality and promote a zero-tolerance approach for discrimination and gender-based violence.

5.3 Recognising the particular importance of protecting vulnerable groups, such as children involved in Baseball/Softball and the rights of persons with disabilities, the WBSC is committed to promote a safe environment for everyone, especially children to play and grow, as well as inclusion for persons with disabilities.

## Article 6 Safeguarding from Harassment and Abuse

6.1 WBSC rejects all forms of harassment and abuse, including neglect and bullying, whether physical, sexual, psychological, professional, or online.

6.2 WBSC is committed to maintaining safeguarding standards, education and clear reporting mechanisms within its organisation and its events.

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<sup>1</sup> This definition has been extracted from **Office of the United Nations High Commissioner for Human Rights**. (2023). *Protecting minority rights: A practical guide to developing comprehensive anti-discrimination legislation*. United Nations.

## Article 7 Labour Rights

7.1 The WBSC strives to uphold and promote the international labour standards and recognises that it may only achieve its objectives through the dedication of its workforce. The WBSC is committed to provide a healthy and safe working environment for its employees. With its Headquarters in Switzerland, the Swiss labour law, based on the international labour standards, applies to the headquarters' employees.

7.2 WBSC expects its Members, Continental Associations and Event organisers to respect applicable national labour laws in connection with Baseball/Softball activities, consistent with the core labour standards set out in the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

## Article 8 Athletes' rights and well-being

8.1 The WBSC commits to respect athletes' rights as described in the Athlete's Declaration, including their right to participate in the decision-making process of the WBSC through their elected representatives and the promotion of the protection of their physical and mental health and well-being through relevant resources including content and reference tools.

8.2 In identifying and addressing human rights impacts, WBSC takes into account the perspectives of affected stakeholders where appropriate, including athletes through their representative structures and other vulnerable groups and refers to its existing reporting mechanisms for the raising of concerns or grievances.

## Article 9 Event Safety and security

9.1 WBSC recognises that the safety and security of participants and spectators are essential elements of the organisation and delivery of WBSC events. WBSC addresses matters relating to safety and security in connection with the organisation and delivery of WBSC events through its existing rules, regulations, and event-related requirements.

# CHAPTER 3 ADDRESSING HUMAN RIGHTS IMPACTS AND POSITIVE CONTRIBUTIONS

## Article 10 Access to remedy

10.1 Despite the efforts of the WBSC to avoid causing or contributing to any adverse human rights impacts through its own activities or those linked to its business relationships, human rights harms may still occur. WBSC's whistleblowing, safeguarding, and integrity mechanisms provide avenues for reporting concerns related to human rights impacts. Where harms occur, affected stakeholders have the opportunity to report concerns through WBSC accessible [Reporting Channels](#), and their grievance will be processed in accordance with the WBSC's Statutes, By-Laws, Rules and Regulations.

## Article 11 Expectation toward WBSC Members, Continental Associations, and business relationships

11.1 WBSC expects its Members and Continental Associations, Local Organising Committee, Event organisers and business relationships to respect human rights in a manner consistent with this Policy.

11.2 Where the WBSC identifies a negative human rights impact linked to its activities in the context of business relationships, the WBSC is expected to exercise its due influence by encouraging, supporting or incentivising the business relationships to change their behaviour. When necessary, steps may be taken to protect the interests of WBSC and its employees, Members and Continental Associations.

## Article 12 Balancing rights and legitimate sporting objectives

12.1 WBSC recognises that tensions may arise between different rights, or between rights and legitimate sporting objectives, including safety, security, and fair competition.

12.2 WBSC will address such situations in a manner that is lawful, proportionate, respectful of human dignity, consistent with this Policy and WBSC's commitment to proper and ethical governance.

## Article 13 WBSC and the United Nations Sustainable Development Goals

13.1 Sport has been labelled by the United Nations Secretary General as a global accelerator for peace and sustainable development for all. Access to sport is considered as a fundamental right for all by the UNESCO's International Charter of Physical Education, Physical Activity and Sport (2015) and the Olympic Charter. WBSC recognises the interdependence of human rights and sustainability and uses Baseball/Softball as an enabler of sustainable development, including by aligning WBSC's strategic goals and strategic plan with the United Nations Sustainable Development Goals (UN SDGs).