



Equal Opportunities Policy 2016

This policy relates and applies to the productions of *Treasure Island* and *Shakespeare 400* produced by Off Book in 2016.

Off Book recognises that it is our responsibility to provide all participants with equal opportunities and access. For us this means that no-one will be discriminated against unlawfully. We will therefore take the following steps to ensure that unlawful discrimination is prevented and that everyone is provided with an equal level of opportunity and access.

- We will never treat anyone less favourably due to gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age.
- We will never put in place rules that put someone at a disadvantage due to their gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age.
- We will not tolerate harassment or victimisation of someone because of their gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age. Anyone freelancing or providing services to Off Book found to be exhibiting such behaviour will have their contracts cancelled immediately and where appropriate reported to the correct authorities.

For actors, creative and other freelancers

- When applying for an audition or position, the only thing that will be taken into account is your capability to perform the job.
- In our auditions and casting calls we will actively advertise that we welcome applications from anyone irrespective of gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age.
- We will welcome and encourage actors to audition for any roles they believe they can best portray irrespective of the gender or ethnic origin of the character in question.
- We will make all reasonable adjustments to ensure that all locations for our auditions and shows are accessible to people irrespective of disability.

For audiences and workshop participants

- We will make all reasonable adjustments to ensure that all locations for our workshops and shows are accessible to people irrespective of gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age.
- We will make all reasonable adjustments to ensure that all audience participation activity and workshop activities are accessible to everyone regardless of gender, marital status, ethnic origin, religious belief, disability, sexual orientation or age.

Review & Monitoring



Following the two productions for which this policy applies, Off Book commits to monitor and review this policy.