

## DISABILITY ACTION POLICY

**Version:** 1

**Approved by:** Mudlark Theatre Inc board

**Approval date:** 20 June 2019

**Updated:**

### OBJECTIVE

To ensure Mudlark is proactive in ensuring people with a disability are welcomed by our Company and are not treated less favourably than people without a disability

### SCOPE

This policy applies to all Mudlark board members, subcommittee members, employees and volunteers.

### DEFINITIONS

For the purpose of this Policy, the following words or phrases take the following definitions:

<b>Mudlark:</b>	Mudlark Theatre Inc
<b>Board Member:</b>	Any member of the Mudlark Theatre Inc board
<b>Employee:</b>	A paid employee of Mudlark
<b>Subcommittee Member:</b>	A member of any Mudlark Theatre Subcommittee, whether they are also a board member or not.
<b>Volunteer:</b>	Any person who agrees to represent or provide assistance or support to Mudlark in any way but who is not paid or employed by Mudlark for that role and includes the members of the board and subcommittees.

## POLICY

1. Mudlark recognises that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the Commonwealth Disability Discrimination Act 1992 and the Equal Opportunity Act 1995.
2. Disability covers:
  - a. Physical
  - b. Intellectual
  - c. Psychiatric
  - d. Sensory
  - e. Neurological or learning difficulties
  - f. Presence in the body of organisms causing diseases
  - g. Beneficiaries of workers compensation
3. Mudlark embraces the Disability Discrimination Act 1992 premise that:
  - a. people with disabilities are part of our diverse communities
  - b. people with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities
  - c. people with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.
4. Mudlark will consider the following issues when selecting rehearsal, performance, offices and other venues:
  - a. Clearly defined disabled car parking areas at venues and offices
  - b. Disabled toilet facilities
  - c. Access to food and beverage facilities
  - d. Access to our Venue
  - e. Exclusive accessible viewing areas
5. Mudlark will develop and implement a Disability Action Plan which will focus on those physical, social & cultural barriers which create a handicap for people with disabilities to be able to access our services. Basic elements of the plan will include:
  - a. Education of members.
  - b. Education of visitors.
  - c. Identifying specific issues at Mudlark venues that can make life unnecessarily difficult or complicated for people with disabilities.
  - d. Develop strategies to deal with these issues.
6. This action plan will be reviewed annually at the Annual General Meeting of Mudlark to ensure the actions remain appropriate and effective.

## REVIEW

This policy will be reviewed no more than one years after the date of approval (version) or more frequently, if dictated by operational demands or legislative changes.