



Accessibility & Inclusiveness Policy for Young People in Performing Arts, Wellbeing, and Sports Activities

Purpose: This policy aims to ensure that all young people, regardless of their abilities, backgrounds, or circumstances, have equal access to and can fully participate in performing arts, wellbeing, and sports activities. We are committed to fostering an inclusive environment that promotes diversity, equity, and inclusion.

Scope: This policy applies to all programs, activities, and events organized by our organization that involve young people in performing arts, wellbeing, and sports.

Policy Statements:

1. Equal Access:

- All activities will be designed to be accessible to young people with disabilities. This includes physical accessibility, sensory accessibility, and cognitive accessibility.
- We will provide reasonable accommodations to ensure that all participants can fully engage in activities.

2. Inclusive Environment:

- We will create a welcoming and inclusive environment where all young people feel valued and respected.
- Discrimination, harassment, and bullying will not be tolerated. We will take immediate action to address any such behavior.

3. Diverse Representation:

- We will strive to represent diverse cultures, backgrounds, and experiences in our programs and activities.
- We will actively seek input from young people and their families to ensure that our activities reflect their needs and interests.

4. Training and Awareness:

- Staff and volunteers will receive training on accessibility and inclusiveness to ensure they are equipped to support all participants.
- We will raise awareness about the importance of diversity, equity, and inclusion among participants and their families.



5. **Feedback and Improvement:**

- We will regularly seek feedback from participants and their families to identify areas for improvement.
- We will continuously evaluate and update our policies and practices to ensure they remain effective and relevant.

Implementation:

- **Accessibility Assessments:** Conduct regular assessments of facilities and activities to identify and address accessibility barriers.
- **Accommodations:** Provide necessary accommodations, such as sign language interpreters, assistive technology, and modified equipment.
- **Inclusive Programming:** Design programs and activities that are inclusive and cater to the diverse needs of participants.
- **Community Engagement:** Engage with the community to understand their needs and preferences, and incorporate their feedback into our programs.

Review: This policy will be reviewed annually to ensure its effectiveness and to make necessary updates based on feedback and changing needs.