

## OTP NON-DESCRIMINATION POLICY

Old Town Players, Inc., is committed to fostering an environment of mutual respect among its Board of Directors, volunteers, patrons, and other participants. As part of this commitment, OTP seeks to protect the rights of all members of the OTP community and prohibits discrimination and harassment on the basis of race, color, gender, gender identity, religion, physical ability, sexual orientation, ethnic background, and other categories protected by law, in the administration of its policies and casting (see "Exception," below). OTP also prohibits discrimination and harassment based on an individual's participation in a protected activity (such as reporting alleged discrimination or harassment).

Exception: Unless it is essential to the script, factors such as age, race, or physical ability are not considered when making casting decisions. Casting is decided on the basis of acting skill and ability demonstrated during the audition process, as well as on the actor's appropriateness and suitability for available roles.