

Frinton Summer Theatre Employee Disability Policy

Frinton Summer Theatre is committed to supporting and accommodating freelancers with disabilities. We respect and value the diversity of perspectives and backgrounds that each individual brings to the workplace.

We will continue to abide by the Equality Act 2010, and provide individuals with the same opportunities for recruitment, contracting, training and promotion regardless of disability.

During the recruitment process, any questions relating to disability will be limited to tasks that are essential for the job.

We will make any reasonable adjustments to ensure the workplace is accessible and that job roles are suitable.

If you have a disability, please notify your manager or the HR department so that we can make any necessary adjustments for you to work effectively.

We appreciate your understanding and value your contribution to our workplace.

This policy outlines the procedures for individuals who have a documented disability and are seeking employment, accommodations, or other support from Frinton Summer Theatre.

Definitions:

Disability: A disability is a physical or mental impairment that substantially limits one or more of an individual's major life activities.

Accommodation: An accommodation is a modification or adjustment to the workplace or job requirements which will enable an employee with a disability to perform the essential functions of their job.

Procedures:

1. individuals with disabilities are encouraged to disclose their disability to Frinton Summer Theatre. This can be done by submitting a Request for Accommodation form. The form should include:

- a) A description of the individual's disability
- b) A description of the type of accommodation requested
- c) Any supporting information or documentation

2. Frinton Summer Theatre will assess the request and make every effort to provide reasonable accommodations to enable the individual to perform the essential functions of their job.

3. If an accommodation is denied, the individual may appeal the decision by submitting a written request for reconsideration. The reconsideration request should include:

- a) A description of the individual's disability
- b) A description of the type of accommodation requested
- c) Any supporting information or documentation

4. Frinton Summer Theatre will review the request, consider any additional information, and make a final determination on the accommodation.

5. Frinton Summer Theatre will provide reasonable accommodations and support for freelancer's with disabilities.

6. Frinton Summer Theatre will take all necessary steps to ensure that individual's with disabilities are not subject to any form of discrimination based on their disability.

7. Frinton Summer Theatre will comply with all applicable laws and regulations related to disability and disability accommodation.

8. Frinton Summer Theatre reserves the right to modify or revoke this policy at any time.