



### **Accessibility rider and access checklist**

An accessibility rider is a document listing accessibility needs to support people with disability in their work, particularly in the arts / creative area. It is used for explaining accessibility needs to people who employ you and / or work with you, in this case Rebus Theatre. The purpose of the access rider is to enable Rebus to support your needs and help to make working for us a positive, inclusive and empowering experience.

Please respond to the questions below. There is no limit on length / word count. It is important for us to know your needs and how to address them where possible. The information in your rider is confidential and will not be shared outside of Rebus.

This is an example of an access rider created by author Helen Kara, for your reference:

<https://helenkara.com/about-helen/access-rider/>

**Legal name**

**Pronouns:**

**Preferred name (if different form legal name):**

**Dietary requirements:**

**Emergency contact person:**

**Emergency contact person phone number:**

**Transport requirements:**

**How do your accessibility need impact on your life and your work (with Rebus and / or more generally)?**

**How can Rebus Theatre support / address your accessibility needs?**

**Is there anything else you would like to share with us in relation to your accessibility needs?**



## **Rebus Theatre accessibility checklist**

This checklist contains a themed list of accessibility considerations which may impact Rebus actors and applicants. The purpose of this list is to open the conversation to access needs that you may have in order for Rebus to best support you. It gives an example of

some of the specific accessibility needs you might have which you want included as part of your access rider.

It is likely that you may have more than one accessibility need. You can select whichever accessibility needs apply to you using the checklist. There is also a free text option for you to add accessibility needs which are not listed here.

### *Accessibility needs checklist*

<b>Mobility issues and access needs</b>	
A ramp is provided for stage access / venue access / backstage area	
Aisles in buildings are wide enough to accommodate your needs	
Ceilings and doorways are high enough to accommodate your needs	
An appropriate space is provided for wheelchairs at meetings, rehearsals and performances	
You can view the stage from the audience	
You do not need a driver's license as transport is provided	
Hire cars are accessible for wheelchair users / those with mobility issues	
Stairs have handrails	
Stairs are not too steep	
There is an appropriate place to store your cane	
Toilet / bathroom facilities meet your needs (e.g. designated accessible toilets, handrails, washing facilities are at the correct height for you to access)	



Enough accessible parking spots at venues	
Automatic / sliding doors in buildings	
Ability to take more frequent breaks during rehearsals and meetings	

Sensory issues and access needs – sensory sensitivity as well as low vision	
A quiet space free from unpleasant noises (e.g. Dyson hand dryers in bathrooms, construction noise, traffic noise)	
Lighting does not cause any sensory issues (lights are not too bright or too dark or the ‘wrong’ sort of light (e.g. fluorescent)	
There are no difficult smells (such as both ‘bad’ and ‘good’ smells)	
Foods served are acceptable and do not trigger sensory issues or allergies	
Sensory distractions (such as conversations in the background or background music) are limited or non-existent or can be addressed	
Fidgets/ stim toys (e.g. fidget spinner, tangle etc.) are provided	
Venue and stage are free from clutter	
Furniture and props are arranged in a way to enable those with low vision / vision impairment to navigate around	
Access to screen reader technology is provided	
Walkways are wide enough to accommodate your needs	
Stairs have bright colored tape to enable people with low vision to see them	
The stage has tactile markers	
The stage has a barrier on the edge	
Audio description is provided as required	

Social issues and access needs
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Working environment is inclusive and free from ableism, transphobia, homophobia, racism and other kinds of discrimination	
Working environment is free from bullying and harassment	
Support is provided around social anxiety and Rebus staff demonstrate an understanding of ways to address this in the context of the project	
Eye contact is not required or requested	
A quiet space / low sensory environment is provided	
Support and advice on etiquette and social expectations related to participating in the show is provided as required	
Social stories are provided for new places / experiences when requested	
A specific content / trigger warning around content in addition to any of the more obvious /usual triggers is provided if required / requested	

Communication issues and access needs	
Use of a communication device / Augmentative and Alternative Communication ('AAC') is encouraged and supported where required	
Documents are provided in Easy English / Plain English	
Captions for screen content and presentations are provided	
You are able to access a text to speech device	
Understanding of the different kinds of communications and respect for these differences (such as around neurodivergent styles of communication)	
Access to Auslan interpreters and /or captions	
Written instructions are provided where required	
Terminology is explained (such as theatre terms e.g. 'stage left')	
Language which is less abstract / more literal is used when giving instructions or advice	



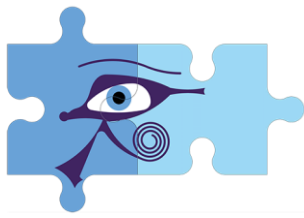
### Job interview-specific accessibility considerations

Support to ensure job interviews are less stressful	
Questions are provided prior to interview	
Rebus panel understand rejection sensitive dysphoria (e.g. trauma response to feedback) and how it may impact in recruitment processes	
Interview questions being asked by one panel member not all panel members	
Sensory issues are addressed (particularly if interview / audition is in person) This includes bright lights, background noise and / or unpleasant smells	
Executive functioning issues are understood and accommodated (e.g. time management, preparation etc.)	

### Assistance animals – considerations

Your assistance animal is allowed in all areas that you go to	
People respect your right to take your assistance animal with you to wherever you need to go	
People know that it is inappropriate for people to pet your assistance animal and respect this	
Water is provided for your assistance animal	
There is a space for assistance dogs to use the toilet	
Rebus staff do not ask probing questions around why you have an assistance animal and what services the animal provides / your reason for needing it	

**This is a space to write down any additional access needs you may have which aren't listed in the checklist.**



# REBUS

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|-----------------------------------|
| - Snacks; chocolate, muesli bars, |
| - Heat pack (microwave in venue)  |
| - A Low sensory space             |
|                                   |

**This is a space to write down anything Rebus can do in terms of supporting your accessibility needs and anything additional you might like us to know about accessibility.**

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| - Triggers; Drivers in other cars, being touched          |
| - When triggered, give them space, let them sit and stare |
| - Need to step out, able to communicate needs             |
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