



ACCESS & INCLUSION PLAN

2019 - 2023

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INTRODUCTION

ARTRAGE INC is a not-for-profit registered charity that has been at the forefront of developing arts and culture in Western Australia since 1983. ARTRAGE aims to provide enduring benefits for artists, audiences and a diverse family of stakeholders through its core operations including FRINGE WORLD Festival the pop-up cinemas Rooftop Movies and Girls School Cinema as well as future events and programs.

FRINGE WORLD Festival is the largest annual event staged in Western Australia and the third largest Fringe Festival in the world in terms of tickets sold.

Find out more about FRINGE WORLD Festival and the work of ARTRAGE here: <https://fringeworld.com.au/impact-report>.

ARTRAGE Purpose is to enrich and evolve the culture of Western Australia

ARTRAGE Vision is to embed FRINGE WORLD in the hearts and minds of all Western Australians and make FRINGE WORLD the Edinburgh Fringe of the Southern Hemisphere.

ARTRAGE Mission is to provide enduring benefits for artists, audiences and a diverse family of stakeholders through building the world's strongest Fringe festival.

ARTRAGE Core Values

We surprise and delight.

We mainstream Fringe culture.

Our success is defined by the success of our artists.

We make Perth better.

ARTRAGE's core activity; FRINGE WORLD, is an open-access Festival, which means anyone can participate and have a go. Participants pay a registration fee, find a spot in a venue and they're in. It's up to individuals, companies and venues to choose to take part.

Around half of the shows in the Festival are presented at venues in FRINGE WORLD hubs that are directly managed by ARTRAGE. These include The Woodside Pleasure Garden, pop-ups in the Perth Cultural Centre, The Ice Cream Factory and Yagan Square. The other half of the Festival occurs through independent programs in venues right across the metropolitan area that the Festival. ARTRAGE does not have any involvement in the management or operation of the independent venues.

Commitment to Access & Inclusion

ARTRAGE is committed to ensuring that all people including, but not limited to, people with disability, members of minority groups, all physical and self-identifying gender groups, people of all ages, race and religions, people of all sexualities and sexual attractions, their families and/or access assistants have equal opportunities to access and be included in ARTRAGE's activities, information and facilities. ARTRAGE actively encourages community engagement to assist in improving services wherever possible, ensuring its activities are accessible for all.

ACCESS & INCLUSION REQUIREMENTS

Australian legislation outlines several enforceable federal and state laws to protect people from discrimination and breaches of their human rights. ARTRAGE has a responsibility as an organisation to understand and comply with these laws to ensure considerations are made and accounted for in the delivery of its activities. The following outlines current relevant legislation;

1. Racial Discrimination Act 1975 (RDA) makes it unlawful to discriminate against a person because of his or her race, colour, descent, national origin or ethnic origin, or immigrant status.
2. Sex Discrimination Act 1984 (SDA) protects people against unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding. It also protects persons with family responsibilities and makes sexual harassment against the law.
3. The Disability Discrimination Act 1992 (DDA) makes it unlawful to discriminate against a person, in many areas of public life, including employment, education, getting or using services, renting or buying a house or unit, and accessing public places, because of their disability. The Act covers people who have temporary and permanent disability; physical, intellectual, sensory, neurological, learning and psychosocial disability, diseases or illnesses, physical disfigurement, medical conditions, and work-related injuries.
4. Age Discrimination Act 2004 (ADA) makes it unlawful to harass or bully another person because of his or her age. The ADA prohibits discrimination against young and older people alike, in many areas of public life, including employment, education, getting or using services, or renting or buying a house or unit.

All persons should have full access to and inclusion in all activities within ARTRAGE's profile, to the same extent of independence and humility of other persons.

In addition to the above federal legislation, the Western Australian Government have introduced laws and legislation to locally enforce discrimination and ensure inclusivity for all persons. Some of these include:

1. Equal Opportunity Act 1984 (WA)
2. Spent Convictions Act 1988 (WA)
3. Disability Services Act 1993 (WA)

ARTRAGE complies with the above laws and incorporates these into its own Access & Inclusion Plan.

What is an Access & Inclusion Plan? (AIP)

The purpose of an AIP is to ensure that all persons can access information, services and facilities provided by an organisation in Western Australia and be included in the community.

An AIP is an organisation's plan to eliminate, as much as possible, discrimination in the delivery of its goods, services and facilities. An AIP should include information, objectives and policies on how day to day activities should be undertaken to ensure said activities remain accessible and inclusive for all.

Developing an AIP is a voluntary approach to ensure an organisation is not only compliant, but proactive in its approach to eliminating barriers for minority groups. An AIP should be regularly reviewed to assess the success, validity and relevance to the organisation's activities and is reflective of legislative change.

ACCESS & INCLUSION PLAN

Aim

To ensure all ARTRAGE activities are accessible to all participants and stakeholders and promotes an inclusive environment.

Objectives

The following objectives are outlined by the WA Department of Communities – Disability Services as the seven desired outcomes of Disability Access & Inclusion Plans. ARTRAGE have adapted these outcomes to reflect a wider discipline and amended them to ensure their relevance to the organisation and its activities:

1. All persons have the same opportunities as other people to access the services of, and any events organised by, ARTRAGE.
2. All persons have the same opportunities as other people to access the buildings and other facilities of ARTRAGE.
3. ARTRAGE delivers and promotes information, in a format that will enable all persons to access the information as readily as other people are able to access it.
4. All persons receive the same level and quality of service from the staff of ARTRAGE as other people receive from ARTRAGE.
5. All persons have the same opportunities as others to make complaints to ARTRAGE.
6. All persons have the same opportunities as others to participate in any public consultation by ARTRAGE.
7. All persons have the same opportunities as others to obtain and maintain employment with ARTRAGE.

Considerations

ARTRAGE will encourage and promote the implementation of the actions within this AIP to its fullest capacity, however ARTRAGE is only able to implement such actions within the activities, venues and facilities that ARTRAGE is directly responsible for managing. ARTRAGE is not responsible for the management of Independent Venues, Artists and Events and has no control over the implementation of this AIP within these independent activities.

Whilst ARTRAGE encourages universal inclusion, if at any time the safety or security of any staff member, volunteer, stakeholder or patron is compromised, ARTRAGE will be required to take action to minimise any current or potential damages. In some circumstances, this may require actions to be undertaken that are counter to those within this AIP. ARTRAGE has several Policies & Procedures in place to correctly manage dangerous or difficult situations.

Objective 1

All persons have the same opportunities as others to access the services of, and any events organised by, ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
1.1	Deliver and promote accessible events and activities to the WA community.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Deliver annual Fringe program in Perth at a variety of venues. b) Engage with local council areas in the Inner Metro, Outer Metro and Regional areas of WA to support Fringe activity in their suburbs. c) Produce an annual 'Outer Fringe' regional tour to remote WA communities. d) Educate and work with artists to inform them of performance opportunities in different metro and regional areas of WA. Facilitate conversation between venues and performers.
1.2	Where possible, promote the scheduling of Relaxed Performances during ARTRAGE activities.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters. b) Where relevant, information is detailed on the webpage event listing. c) Work with groups of interest to promote any organised Relaxed Performances (including but not limited to local disability support organisations).
1.3	Where possible, promote the use of listening or hearing aids (Auslan interpreters and/or hearing loops) at major ARTRAGE activities.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters. b) Where relevant, information is detailed on the webpage event listing. c) Work with groups of interest to promote any organised Auslan interpreted

				performances (including but not limited to the WA Deaf Society).
1.4	Where possible, promote the use of live audio descriptions at major ARTRAGE activities.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters. b) Where relevant, information is detailed on the webpage event listing. c) Work with groups of interest to promote any organised performances with audio descriptions (including but not limited to local disability support organisations).
1.5	Ensure all performances / venues include any sound, light and visual warnings.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Content warning provisioning included in all Event registrations on AVR. b) Presenters required to account for all potential content barriers and list these as part of the registration of an event. c) Content warnings provided on all Event listings on webpage of programs. d) Downloadable content warning templates available for external venues to use on site. Fringe managed venues display content warnings at entrances of all venues for the shows within.
1.6	Encourage ARTRAGE artists and venues to provide accessible options at their performance / venue.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters. b) Where relevant, information is detailed on the webpage event listing.
1.7	Provide support materials to artists and venues on making their performance / venue accessible.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters.

				b) ARTRAGE team to keep up to date with accessibility inclusion within the arts and provide updates to artists as/when new information is learnt.
1.8	Ensure all ARTRAGE activities remain affordable and financially accessible.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Educate and provide direction to artists about ticket prices in consideration of the WA economy. b) Outline the average ticket prices of the Festival in our annual Impact Report so artists can make informed decisions about how to price their tickets for future Festivals. c) Offer a range of cinema ticket types to patrons for affordable options with information on options communicated on website.
1.9	Ensure a variety of entertainment platforms and genres is included within ARTRAGE's activities.	Programming	2019 onwards	<ul style="list-style-type: none"> a) ARTRAGE to set genre targets and monitor these throughout the registration process. b) Reach out to and engage with local arts groups who specialise in specific genre of performance and encourage participation in the Festival.
1.10	Review processes to support the development and delivery of accessible and inclusive events and services by ARTRAGE.	Operations	Annually	a) An annual review of programs is undertaken, the AIP is considered within this review and potential improvements to accessibility are documented.
1.11	Ensure consideration of access and inclusion is given to services and events delivered by ARTRAGE.	Operations	2019 onwards	a) Accessibility awareness training is provided to ARTRAGE HQ staff annually to ensure considerations are being made in everyday activities.

				b) A pre-event accessibility & compliance check is undertaken before the opening of all programs and weekly thereafter to ensure the delivery of accessibility requirements in relation to this AIP.
1.12	Provide onsite support facilities and/or personnel for persons with a disability.	Operations	2019 onwards	<ul style="list-style-type: none"> a) Box Office & Front of House staff are trained in providing the correct assistance to patrons with a disability via the online staff inductions. b) Display additional signage onsite to show the paths and facilities available to persons with a disability. c) The rostering of a dedicated Accessibility Officer within the Front of House team during peak periods (FW only) to provide personal assistance when required.
1.13	Ensure persons do not feel excluded or not able to participate in ARTRAGE activities during the registration period.	Operations	2019 onwards	<ul style="list-style-type: none"> a) Where possible, accessible facilities are to be positioned at the same location as standard facilities. b) Multiple platforms to access information relating to ARTRAGE programs are made available. c) Accessible event information is displayed in prominent locations on all website listings.
1.14	Investigate funding options available to assist activity partners (venues and artists) to provide accessible performances.	Partnerships	2021 onwards	<ul style="list-style-type: none"> a) Further develop relationships with accessibility advocacy bodies and other stakeholders in order to develop opportunities for FRINGE WORLD participants.
1.15	Include open caption screening within cinema programs.	Cinema	2020 onwards	<ul style="list-style-type: none"> a) Program open caption screening at ARTRAGE Inc. cinemas for hearing impaired.

				b) Promote open caption screenings via website and social media channels.
1.16	Provide a range of options for persons to register and/or purchase tickets to ARTRAGE activities. These are to include, but not be limited to, online, telephone and face-to-face booking facilities.	Box Office	2019 onwards	<p>a) All tickets can be purchased through the FW website, over the phone and at a FW box office (subject to availability).</p> <p>b) All cinema tickets can be purchased through the relevant websites, over the phone and at the box office (subject to availability).</p>
1.17	Provide a platform during the booking process in which persons are able to identify any accessibility requirements.	Box Office	2019onwards	<p>a) Access needs bookings at a box office for FW are processed by Supervisors. Supervisors input the customer's access requirements in the transaction notes.</p> <p>b) When customers book over the phone, the customer's access requirements are added to the transaction notes.</p> <p>c) When customers book on the website, they are encouraged to contact us via access@fringeworld.com.au, access@rooftopmovies.com.au, access@girlsschoolcinema.com.au to notify us of their access requirements.</p> <p>d) The customer's access requirements are provided to venue staff so venue staff can assist with on-site requirements.</p> <p>e) Have the ability for customers to input their access requirements straight into the website (2022).</p>
1.18	Provide accessible Box Office facilities during major ARTRAGE activities.	Box Office	2019 onwards	<p>a) All ARTRAGE activities Box Offices are accessible.</p> <p>b) Provide a lowered counter Box Office option for people in a wheelchair (2022).</p>

1.19	Provide concessions for Companion Card holders, people with a disability and their guests to all ARTRAGE activities.	Box Office	2019 onwards	<ul style="list-style-type: none"> a) All ARTRAGE activities honor the companion card scheme. b) Companion card bookings can be made over the phone and at the box office. c) Companion card bookings can also be processed via the FW website after proof of companion card has been provided (2022).
1.20	Ensure promotion of accessibility and inclusion at major ARTRAGE activities is undertaken.	Marketing	2019 onwards	<ul style="list-style-type: none"> a) Websites to provide information about accessibility at activities. b) Print materials, when produced, to provide information about accessibility at activities.
1.21	Provide easily accessible information on accessible parking options for all ARTRAGE activities (include maps when relevant).	Marketing	2019 onwards	<ul style="list-style-type: none"> a) Provide program and website links to CoP (or equivalent) accessible parking / real-time space tracking. Include disclaimer relating to fees or other restrictions. b) Websites to provide information about accessible parking options at activities.

Objective 2

All persons have the same opportunities as others to access the buildings and other facilities of ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
2.1	Compile all venue (ARTRAGE and external) accessibility options and include this within the promotion of ARTRAGE activities.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Information provided within 'Toolbox' on how to deliver an accessible event and highlighted to presenters. b) Venues are required to outline accessibility information during the registration process c) Where relevant, information is detailed on the webpage event listing. d) Where relevant, information is compiled and displayed on the website accessible page. e) Where relevant and information available at the time, information is displayed in print communications.
2.2	Ensure ARTRAGE managed facilities (including restricted access areas) are inclusive of all persons.	Operations	2019 onwards	<ul style="list-style-type: none"> a) A pre-event accessibility & compliance check is undertaken before the opening of all programs and weekly thereafter to ensure the delivery of accessibility requirements in relation to this AIP. b) An accessible toilet, for the use by patrons, is to be made available on all ARTRAGE sites, within the same location of standard toilets. c) Ramps installed in back of house areas as required. d) Ramps installed for stage access as required.

2.3	Provide designated wheelchair accessible viewing in ARTRAGE managed venues, where possible.	Production	2019 onwards	<ul style="list-style-type: none"> a) All accessible venues have allocated wheelchair locations that does not isolated or otherwise detract from the patrons experience. Accessible seating allows for access assistants to site alongside the person with accessibility requirements. b) Seating is relocated or removed as required to accommodate wheelchairs.
2.4	Ensure ARTRAGE managed venues and facilities (including main entry points) have accessible ramps at no more than 1:14 grade to enable accessibility, where possible.	Production	2019 onwards	<ul style="list-style-type: none"> a) Custom built ramps installed at the main entrance points to all venues and sites where wheelchair access is not already present. b) Rear entry/ exit ramps installed if front entry is not possible.
2.4.1	When the provision of ramps is not viable, ensure that alternative performance options are available.	Programming	2019 onwards	<ul style="list-style-type: none"> a) Where possible provide the option of an additional accessible show slot to Events.
2.5	Ensure ARTRAGE managed venues and facilities have sufficient lighting for persons to access and exit safely.	Production	2019 onwards	<ul style="list-style-type: none"> a) Ambient site lighting installed throughout all ARTRAGE activities. b) Illuminated exit and emergency lighting installed within all venues. c) Additional lighting installed in back of house or problematic areas as required.
2.6	Ensure ARTRAGE managed venues and facilities have sufficient signage to ensure safe patron movement.	Production	2019 onwards	<ul style="list-style-type: none"> a) Directional signage installed throughout all ARTRAGE activities directing patrons to venues and amenities. b) Site Maps located throughout FRINGE WORLD Hub sites for orientation.

2.7	Ensure ARTRAGE managed venues and facilities have prominent signage with accessible instructions and information.	Production	2019 onwards	a) Accessible Maps located throughout all Fringe World Hub sites identifying ramp locations, venue accessibility and accessibility amenities.
2.8	Ensure all ARTRAGE managed venues have accessible toilets for all patrons to utilise.	Production	2019 onwards	a) Accessible toilets present at all ARTRAGE managed venues. b) Where necessary, hardstand pathways installed across uneven paths of travel.
2.9	Encourage and promote the provision of accessible infrastructure and places to purchase and consume food & beverage within ARTRAGE managed venues.	Production	2019 onwards	a) Platforms or ramps installed where possible to ensure accessibility to all site amenities. b) All seating areas to be accessible
2.10	Provide and promote the use of accessible paths of travel within all ARTRAGE managed venues.	Production	2019 onwards	a) Accessible Maps located throughout all Fringe World Hub sites identifying ramp locations, venue accessibility and accessible amenities. b) Accessible Maps at the entry points to all sites for initial orientation.

Objective 3

ARTRAGE delivers and promotes information, in a format that will enable all persons to access the information as readily as other people are able to access it.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
3.1	Encourage external venues and facilities to promote information in alternative accessible formats.	Programming	2019 onwards	a) Information provided within 'Toolbox' on how to deliver an accessible event/venue. b) Where relevant, information is detailed on the webpage event listing. c) Direct mail-outs and contact with venues to share ways in which they can self-promote information of alternative accessible formats.

3.2	Ensure the placement and printing of all venue signage is accessible (at a height, font & size and colour that is readable by all).	Marketing	2019 onwards	<ul style="list-style-type: none"> a) Accessible Maps located throughout all Fringe World Hub sites identifying ramp locations, venue accessibility and accessibility amenities. b) Accessible Maps at the entry points to all sites for initial orientation.
3.3	Provide multiple readability versions of important information and activity programs for all ARTRAGE activities.	Marketing	2020 onwards	<ul style="list-style-type: none"> a) Websites to list information about activities in accessible format.
3.4	Ensure multiple readability versions of important information and activity programs for all ARTRAGE activities is available.	Marketing	2020 onwards	<ul style="list-style-type: none"> a) Provide at minimum an online and hard-copy program for all Arrange activities. b) Allow provisions and prepare additional readability programs on request.
3.5	Ensure important signage and important information is printed in a font that is accessible for all.	Marketing	2020 onwards	<ul style="list-style-type: none"> a) Relevant signage and important information is printed in accessible fonts.
3.6	Ensure relevant signage and important information is printed in a size that is accessible for all.	Marketing	2020 onwards	<ul style="list-style-type: none"> a) Relevant signage and important information to be printed in a size that is accessible for all.
3.7	Ensure all signage and important information is printed in contrasting block colours. (black or white text preferred).	Marketing	2019 onwards	<ul style="list-style-type: none"> a) Relevant signage and important information is printed in contrasting block colours.
3.8	Ensure up to date venue accessibility information is available to all stakeholders.	Marketing	2019 onwards	<ul style="list-style-type: none"> a) Websites to have venue accessibility information that is available to all stakeholders.
3.9	Include internationally recognisable symbols in the relevant versions of important information and programs.	Marketing	2020 onwards	<ul style="list-style-type: none"> a) Internationally recognizable symbols to be included in relevant version of important information and programs.

3.10	Actively promote the inclusion of all persons in ARTRAGE activities.	Marketing	2019	a) All Artrage websites to promote the inclusion of all persons in activities.
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Objective 4

All persons receive the same level and quality of service from the staff of ARTRAGE as other people receive from ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
4.1	Promote awareness of inclusion barriers and ways to overcome these to external partners (artists and venues).	Programming	2019 onwards	<ul style="list-style-type: none"> a) Direct mail-outs and contact with external partners to promote awareness of inclusion barriers and ways to overcome these. b) Information provided within 'Toolbox' on how to deliver an accessible event.
4.2	Provide ongoing awareness training to staff of ARTRAGE HQ.	Operations	2019 onwards	<ul style="list-style-type: none"> a) Updated accessibility awareness training and guidelines provided to all staff via the online staff induction. This is required to be completed annually at minimum.
4.3	Provide annual training to key personnel of ARTRAGE activities.	Operations	2019 onwards	<ul style="list-style-type: none"> a) Annual accessibility awareness training provided to HQ staff.
4.4	Include the expected professional and behavioral requirements of ARTRAGE staff in the ARTRAGE Staff Code of Conduct.	Operations	2019 onwards	<ul style="list-style-type: none"> a) Service Standards, including those related to accessibility, included within the ARTRAGE INC Handbook. b) A review of the Service Standards, including those related to accessibility, included within the ARTRAGE staff induction.
4.5	Include information on the importance of access and inclusion within the ARTRAGE Staff Handbook's.	Operations	2019 onwards	<ul style="list-style-type: none"> a) <i>The Importance of Accessibility & Inclusion</i> statement to be included in ARTRAGE Inc Handbook. b) Service Standards, including those related to accessibility, included within the ARTRAGE INC Handbook.
4.6	Include an extensive briefing on access and inclusion within all ARTRAGE activity briefings.	Operations	2019 onwards	<ul style="list-style-type: none"> a) A Staff Brief is to be implemented across all programs before the opening of the program. An overview of access &

				inclusion is to be included within all briefings.
4.7	Create and implement a disability access & inclusion procedure for when a person with a disability attends an ARTRAGE activity. This is to be detailed to all staff during all activity briefings.	Operations	2019 onwards	<ul style="list-style-type: none"> a) A <i>Disabled Persons Procedure</i> is to be created and included within the Staff Induction of all ARTARGE Programs. This will consider multiple disability scenarios. b) The rostering of a dedicated Accessibility Officer within the Front of House team during peak periods (FW only) able to provide personal assistance when required.

Objective 5

All persons have the same opportunities as others to make complaints to ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
5.1	Provide multiple platforms for persons to submit a complaint on all ARTARGE activities. (online, over the phone or written submission, in person).	Marketing	2019 onwards	a) Complaints can be submitted via phone, online, written submission and in person.
5.2	Include an area for comment on accessibility and inclusion in all public ARTRAGE activity reviews/surveys.	Marketing	2019 onwards	a) A general comment field is included in all public surveys where accessibility comments can be made.
5.3	Ensure complaint submission can be made confidentially.	Marketing	2019 onwards	a) Ensure that the ARTRAGE Complaint Submission Policy highlights that complaints remain confidential.

Objective 6

All persons have the same opportunities as others to participate in any public consultation by ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
6.1	Undertake regular stakeholder consultations in the operation of all ARTRAGE activities.	Marketing	2019 onwards	a) Annual advice is to be sought by major Western Australia stakeholder groups.
6.2	Include an area for comment on accessibility and inclusion in all public ARTRAGE activity reviews/surveys.	Marketing	2019 onwards	a) A general comment field is included in all public surveys where accessibility comments can be made.
6.3	Provide multiple platforms for persons to participate in stakeholder consultations on all ARTRAGE activities.	Marketing	2019 onwards	a) Complaints can be submitted via phone, online, written submission and in person.

Objective 7

All persons have the same opportunities as other people to obtain and maintain employment with ARTRAGE.

ITEM	ACTIONS	RESPONSIBILITY	TIMEFRAME	DELIVERABLES
7.1	Ensure ARTRAGE upholds the morals of an equal opportunity employer at all times.	Operations	2019 onwards	<p>a) An equal opportunity employer statement will be created.</p> <p>b) All job advertisements are to clearly display the following statement EOE Statement. <i>At ARTRAGE we support and celebrate diversity. ARTRAGE is proud to be an equal opportunity employer and reviews all job applications free of any bias and provides an inclusive work environment regardless of a person's sex, gender history, sexual orientation, age, race, religious or political beliefs, martial, pregnancy or family status.</i></p> <p>c) All job applications submitted to ARTRAGE INC are to be 'blindly' evaluated. This means evaluated without awareness of personal details of the applicant.</p>
7.2	Provide a range of recruitment submission formats to ensure all persons are able to apply for job opportunities.	Operations	2020 onwards	<p>a) Persons applying for a position at ARTRAGE can apply via email, mail or in person (hard-copy delivery). Additional submission formats can be requested if required.</p> <p>b) The Application Kit will reflect this updated information.</p>
7.3	Offer adaptable work environments, facilities and conditions to cater for accessibility requirements.	Operations	2019 onwards	<p>a) Operations Manager is to communicate on a monthly basis, via Monday Meetings, that adaptable work conditions are</p>

				<p>available to staff. Confidential requests can be made directly to the Operations Manager or a member of the Executive team.</p> <p>b) Where possible, and seen as appropriate, an attempt to provide adaptable work conditions must be administered by the person receiving the request.</p>
7.4	Provide the opportunity for ARTRAGE staff with a disability to request altered duties or timelines to undertake required tasks.	Operations	2019 onwards	<p>a) Confidential requests for altered duties or timelines can be made directly to the Operations Manager or a member of the Executive team.</p> <p>b) Where possible, and seen as appropriate, altered duties to timelines must be administered by the person receiving the request.</p>
7.5	Appoint a designated Access & Inclusion Compliance Officer at all major ARTRAGE activities to ensure activities remain compliant.	Operations	2019 onwards	<p>a) A Compliance Checklist is to be created before FRINGE WORLD 2020 to use within pre-event compliance checks. Access & Inclusion compliance is to be included within this Checklist.</p> <p>b) A Compliance Officer is to be nominated prior to the opening of all ARTRAGE programs who will ensure all elements of the Checklist have been undertaken, and report to the Production Manager if there are any items outstanding.</p>
7.6	Promote ARTRAGE as an equal opportunity employer by including this within all staff advertisements.	Marketing	2019 onwards	<p>a) Staff Job Descriptions and online recruitment pages are to include the statement above.</p>

Implementation & Review

The Access & Inclusion Plan will be considered and implemented across all current and future ARTRAGE activities effective as of 1st July 2019. Current ARTRAGE activities include, but are not limited to:

- FRINGE WORLD Festival (and affiliated regional tours)
- Rooftop Movies
- Girls School Cinema
- Girls School Creative Precinct

The ARTRAGE Access & Inclusion Plan will be updated every five years (minimum), with annual reviews taking place to ensure the validity of the plan in relation to ARTRAGE's activities and ensuring target deliverables have been implemented. Reviews and updates to the AIP will be undertaken by the ARTRAGE Safety & Compliance Committee in June each year (or whenever possible).

Actions will be measured against their Target Deliverables. During annual reviews, where relevant Target Deliverables will be added or amended according to the activities.

APPENDIX

APPENDIX 1 – Disability & Artistic Organisations

Organisations and Networks in Perth include:

- As We Are - Artists Who Have An Intellectual Disability: <http://asweare.com.au>
- CATA Group: <http://www.catagroup.org.au>
- DADAA: <http://www.dadaa.org.au/project/4/access-all-arts/>
- People With Disabilities WA Inc.: <http://pwdwa.org>

APPENDIX 2 – Disability Defined

Disability - ARTRAGE defines Disability in line with the Disability Services Act (1993):

'disability' as meaning a disability:

- a) which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments*
- b) which is permanent or likely to be permanent*
- c) which may or may not be of a chronic or episodic nature*
- d) which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services.*

Types of Disability:

As outlined by WA Department of Communities – Disability Services.

The main categories of disability are physical, sensory, psychiatric, neurological, cognitive and intellectual. Many people with disability have multiple disabilities.

*A **physical disability** is the most common type of disability, followed by intellectual and sensory disability. Physical disability generally relates to disorders of the musculoskeletal, circulatory, respiratory and nervous systems.*

***Sensory disability** involves impairments in hearing and vision.*

***Neurological and cognitive disability** includes acquired disability such as multiple sclerosis or traumatic brain injury. Intellectual disability includes intellectual and developmental disability which relate to difficulties with thought processes, learning, communicating, remembering information and using it appropriately, making judgments and problem solving. Intellectual disability is the result of interaction between developmentally attributable cognitive impairment, attitudinal and environmental barriers.*

***Psychiatric** disorders resulting in disability may include anxiety disorders, phobias or depression.*

APPENDIX 3 – REFERENCES

[Disability Services Act 1993 \(WA\)](#)

[What is a Disability? – WA Department of Communities](#)

[Disability Access and Inclusion Plans – WA Department of Communities](#)

[Human Rights – Australian Human Rights Commission](#)

[Access at the Fringe – Edinburgh Festival Fringe](#)

[Access Action Plan – Adelaide Fringe](#)