

Haus of Comedy

ACCESSIBILITY STATEMENT AND COMMITMENT for PERFORMERS

At Haus of Comedy, we are committed to ensuring accessibility for everyone. We understand that members may face challenges related to disabilities, and we offer reasonable accommodations, including flexibility with attendance.

Accessibility Practices

These are the current practices we utilize to ensure our space is welcoming and inclusive to all performers, including those with disabilities and/or neurodivergent folks:

At practices and shows:

- We carve out a time for members to share any updates about their physical health at practice to accommodate them.
- We keep an open dialogue about consent, including a weekly check-in at the beginning of every practice to discuss physical updates and/or content boundaries.
- We provide fidget toys, earplugs, and other sensory tools for free at practice.
- We offer members the option to sit at any time during practices and shows.
- We allow members to opt-out of games they are not comfortable with for disability or consent reasons.
- We take five-minute breaks during every practice at a regularly scheduled time on the hour.
- We provide opportunities to review and practice games in person, as well as providing a written description of games for review.

Time commitments:

- We allow members to take breaks from terms when needed, as long as they do not exceed a year; longer breaks require re-auditioning
- We communicate practice and show dates months in advance to allow members to plan their commitments effectively.
- We do not let absences for medical and/or disability reasons negatively affect attendance**

Communications:

- We include clear and concise points in emails
- We send communications and announcements via both email and Slack, as well as in person to accommodate different communication styles.
- We send multiple reminders for any time sensitive items
- We work with a volunteer disability advocate to help ensure accessibility.
- We ask performers at auditions if they require any accommodations due to a disability or for any other reason and encourage an open dialogue about
- We encourage communication with leadership regarding any suggestions, complaints, or concerns
- We utilize Red Flag reporting for performers/other participants to utilize if they do not feel comfortable going to leadership
- Our [community guidelines](#) provide a clear set of expectations for behavior and how to create a supportive, inclusive environment.

If you need accommodations or have questions

We strive to provide reasonable accommodations** to meet individual needs. This means we will make adjustments or provide resources to ensure everyone can participate fully.

If you have specific needs, please reach out so we can discuss the best way to support you. If you have specific needs, please reach out so we can discuss the best way to support you:

Jessilee Windhaus
Jessilee@windhausimprov.com
916 600-0046
Slack: @jessilee windhaus

What is a reasonable accommodation?

While we aim to accommodate as much as possible, accommodations must be reasonable and not cause undue hardship. Examples of reasonable accommodation include providing sensory tools, allowing flexible attendance policies, and offering alternative communication methods.

Additionally, we work with a volunteer disability advocate to help ensure accessibility.

If you have suggestions for additional reasonable accommodations for folks with disabilities and/or neurodivergent individuals, please do not hesitate to reach out.

****Commitment and Re-Evaluation for Sharks Barksley**

Missing more than 50% of practices, regardless of the reason, will prompt a discussion to address the member's ability to maintain their commitment to the group. These conversations are held with compassion and aim to find solutions that work for both the individual and the group.

See our full attendance policy here: [w Attendance Policy, Sharks Barksley.docx](#)