

## Tea Tree Players Inc. Audition Policy

### Purpose

Tea Tree Players Inc. is committed to fostering a welcoming, fair, and inclusive environment for all performers. This policy outlines the process by which performers are cast in productions, ensuring transparency and consistency while allowing creative flexibility for the production team.

### Preliminary

Tea Tree Players Inc. reserves the right to cast its productions from both within and outside its membership base. As a matter of course, Tea Tree Players will hold open auditions for its productions and will seek to source its performers locally but reserves the option for the creative team to cast productions according to what will best serve the production planned. The production team, in consultation with the Committee, retains full discretion in all casting decisions to ensure the best possible outcome for the production.

Tea Tree Players encourages performers of all backgrounds, abilities, and identities to audition. Roles will be cast in alignment with both the artistic vision and inclusivity values of the company.

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### Audition Process

#### 1. Pre-casting

In rare and justified circumstances, roles may be pre-cast. Such a decision will be carefully considered by the Production Team and Committee and made public as soon as practicable to do so. Any pre-cast roles will be clearly communicated in audition notices.

#### 2. Open Auditions

- Once roles are publicly advertised, we commit to casting from those who audition.
- If suitable casting cannot be found, the production team may:
  - Invite specific individuals to audition (this is not an offer of the role).
  - If still unfilled, make a direct offer to a suitable performer.

- As a last resort, consider engaging a professional if necessary to uphold the production's quality.

### 3. Role Acceptance

- Accepting a role implies a good faith commitment to full participation through rehearsals and performances.
- Tea Tree Players reserves the right to recast roles if a performer withdraws or fails to meet rehearsal/performance obligations.

### 4. Availability

- Auditionees must declare all known conflicts at the time of audition.
  - Failure to disclose availability honestly may result in removal from the cast.
  - Attendance at all technical rehearsals, dress rehearsals, and performances is mandatory unless otherwise agreed with the Director.
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## **Honoraria / Reimbursements**

Tea Tree Players is a volunteer-based community theatre company and therefore all roles are unpaid unless otherwise stated.

In exceptional cases, honoraria may be offered, subject to Committee approval and confidentiality.

Tea Tree Players will acknowledge when there are paid performers in its productions. However, the specific details of any financial arrangement will remain between the Committee and the concerned party.

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## **Replacement Casting**

- Should a role need to be recast due to unforeseen circumstances (e.g. a performer drops out of a production), the production team may:
    - Readvertise and Reopen auditions for the role.
    - Appoint a replacement based on prior auditionees or known performers.
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## **Auditionee Responsibilities**

By auditioning, you agree to the following understandings:

1. You acknowledge that casting is at the sole discretion of the creative team (director, music director, Assistant director, other creative), who may be considering many artistic factors beyond individual performance quality.
2. You will provide accurate and honest availability during the rehearsal and performance period. Tea Tree Players reserves the right to remove any cast member who has not been honest about potential obligation clashes.
3. You understand that accepting a role is a commitment in good faith and you will not accept a role if you do not intend in good faith to fulfil your commitment.
4. You will sign an Audition Application Form acknowledging that you have read and accepted this policy.
5. You agree to follow Tea Tree Players Code of Conduct, Membership policy, Child Safety and Wellbeing policy, any other Tea Tree Players Inc Policies and all relevant health and safety requirements.
6. You agree to respect confidentiality of audition outcomes. Feedback may be offered at the creative team's discretion.
7. If you are under 18, a parent/guardian must provide consent for your participation via a membership form.