Ojito Non-Discrimination and Accessibility Policy

Effective Date: 9/22/2026

Adopted by the Board of Directors: 9/22/2026

Policy Statement

Ojito is committed to providing an inclusive, welcoming, and accessible environment for all individuals who participate in or engage with our programs and activities.

Ojito does not discriminate on the basis of disability in **admission, access to, participation in, or employment in connection with its programs and activities**. Ojito is committed to ensuring that individuals with disabilities have equal opportunities to participate in and benefit from our programs and activities.

Ojito does not discriminate against a qualified individual with a disability who applies for employment. Employment decisions are based on an individual's qualifications, experience, skills, and ability to perform the essential functions of the position, with reasonable accommodations provided when appropriate.

Accessibility of Programs and Activities

Ojito's programs and activities are intended to be accessible to individuals with disabilities. A person with a disability may participate in any activity associated with Ojito, including as a **staff member, volunteer, performer, audience member, artist, or other participant**.

At Ojito's performances, workshops, and other programs, individuals with disabilities are provided the same opportunity to participate as individuals without disabilities. Ojito's programs and activities are designed and presented, to the greatest extent practicable, to allow individuals with and without disabilities to participate together in an integrated setting.

Individuals with **mobility, visual, and/or hearing disabilities** may participate in Ojito's performances, workshops, and other activities as staff members, performers, volunteers, artists, or audience members.

Accessible Facilities

Ojito does not own or operate a permanent performance facility and presents its programs at rented or partner venues. Ojito strives to present its live

performances,
workshops, and other public programs at facilities that are accessible to individuals with disabilities.

When selecting venues, Ojito will consider accessibility features including, as applicable:

- Accessible entrances and routes into the facility;
- Accessible seating and appropriate companion seating;
- Accessible restrooms;
- Accessible parking or passenger drop-off areas;
- Accessible routes to performance, workshop, and audience areas; ● Accessibility for performers, artists, volunteers, and other participants; and ● Other reasonable accessibility needs identified by participants.

When an accessibility barrier is identified, Ojito will make reasonable efforts to provide an appropriate accommodation or otherwise ensure that individuals with disabilities have an equal opportunity to participate in the program or activity.

Reasonable Accommodations

Ojito welcomes requests for reasonable accommodations that would enable an individual with a disability to participate in our programs, activities, performances, workshops, employment opportunities, or other organizational activities.

Requests may be made in advance by contacting Ojito's designated Section 504 Coordinator. Ojito will consider accommodation requests on an individual basis and will make reasonable efforts to provide appropriate accommodations.

Individuals are encouraged to make accommodation requests as early as possible so that Ojito has adequate time to arrange appropriate assistance or services.

Employment

Ojito provides equal employment opportunities to qualified individuals with disabilities.

Ojito does not discriminate against a qualified individual with a disability in recruitment, application procedures, hiring, advancement, compensation, training, termination, or other terms, conditions, or privileges of employment.

A qualified applicant with a disability will be considered for employment on the same basis as other qualified applicants. When appropriate, Ojito will provide reasonable

accommodations to qualified applicants and employees with disabilities so that they may perform the essential functions of their positions and participate in the employment process.

Integrated Participation

Ojito is committed to providing programs and activities in which individuals with and without disabilities can participate together. Individuals with disabilities will not be excluded, segregated, or otherwise treated differently because of a disability.

Ojito recognizes that accessibility extends beyond audience members and includes the opportunity for individuals with disabilities to participate as **employees, volunteers, performers, artists, workshop participants, and other members of the Ojito community**.

Non-Discrimination Notice

Ojito does not discriminate on the basis of disability in admission, access to, participation in, or employment in its programs and activities.

Questions regarding this policy, requests for reasonable accommodations, or concerns regarding accessibility may be directed to:

Section 504 Coordinator for *Ojito:*

Marguerite Saxton
Email: mnstheatre@gmail.com
Phone: (520) 347-0302

Ojito will make reasonable efforts to respond promptly to accessibility requests and concerns.

Commitment to Continuous Accessibility Improvement

Ojito recognizes that accessibility is an ongoing organizational responsibility. We are committed to regularly reviewing our programs, policies, practices, communications, and performance venues to identify and address potential barriers to participation.

Ojito will continue to seek accessible facilities and to improve the accessibility of its performances, workshops, and other programs so that individuals with disabilities have meaningful and equitable opportunities to participate.

Approved by the Ojito Board of Directors on 9/22/2026

Board President: Harry L. Wong III

Signature: Harry L. Wong III
Date: 9/22/26

Secretary: Jennifer Muehle
Signature: Jennifer Muehle
Date: 09/22/2026

Board Treasurer: Franz Bühler
Signature: Franz Bühler
Date: 9/22/26