

Policy on Accommodation of People with Disabilities

(A) The policy of the Renaissance and Baroque (“R&B”) is to provide reasonable accommodation to all employees, volunteers, and patrons with disabilities.

(B) The Managing Director shall create, administer, revise as appropriate, and coordinate all procedures necessary to effect this policy, subject to the budget approved by R&B’s board of directors and subject to any limitations on the Managing Director’s authority to commit R&B to expenditures of money or other contractual duties. The Managing Director shall consult promptly with the President whenever the Managing Director is unable to accommodate the needs of a person with a disability on a reasonable basis after taking into account the needs of that specific person, R&B’s resources and overall mission, and the limits on the Managing Director’s authority. In designing procedures, the Managing Director is expected to balance the objectives of this policy with the reality that R&B has extremely limited financial resources, a small workforce, and a small audience. Effective procedures need not be formalized or extensively documented (except that a written record of each grievance and its disposition shall be maintained for a period of at least two years from the time that the grievance is initiated.)

(C) The procedures implemented by the Managing Director shall include:

- (1) A grievance procedure documented in writing,
- (2) Reporting to the President on any request for accommodation that the Managing Director believes cannot be met through reasonable means,
- (3) An annual report to the Board on any issues materially impeding reasonable methods for providing accommodation, and
- (4) Disclosure to the public (through R&B’s website and such other media as the Managing Director finds suitable and economically reasonable) of R&B’s commitment to provide reasonable accommodation for people with disabilities and of the method by which members of the public may request such accommodation or initiate a grievance.¹

(D) Venues for R&B’s concerts shall be accessible to those requiring walkers or wheelchairs. Exceptions to this requirement shall be approved by R&B’s Board of Directors in advance, and the reason for the exception shall be recorded in the minutes of the meeting. The Managing Director shall identify any proposed venue that is not accessible. With regard to Synod Hall, the Managing Director shall arrange and disclose to patrons the procedure to be followed for permitting access to wheelchairs and walkers.²

¹ It is expected that this method shall not be unduly burdensome.

² Although Synod Hall permits ingress and egress of wheelchairs and walkers, it is not through the main entrance, and such access may need to be arranged in advance.