

9.0 Casting

9.1 The Civil Rights Act.

Michigan has a civil rights act which is more stringent than the federal government. It prohibits discrimination based upon height, weight, marital status, sex, age, race, color, creed and handicapper status. However, the civil rights act is not applicable to entertainers. This is why Hooters has been able to hire only certain women as servers. It does apply, however, behind the scenes to directors, board members and OCP employees.

9.2 Non-Traditional Casting

Casting decisions are made primarily by the production director and by the production chair when necessary. The organization supports the principle of non-traditional casting. Non-traditional casting is the use of ethnic minority actors, (African American, Asian, Hispanic, Native American, etc.), female or male actors, and physically challenged actors in roles where race, ethnicity, gender and/or physical capabilities are not absolutely essential to the character's development..

9.3 Casting Policy

Casting for all OCP sponsored productions is open to any member of the community, or any invited guest artist.

The nature of auditioning is competitive and the director should attempt to cast primarily from the efforts of a specific audition and not solely from past histories, accomplishments, or previous roles.

Directors, or the casting team, if applicable, shall attempt to accommodate prospects who are unable to attend the scheduled audition time. In this regard, a non-public audition may be held.

In productions requiring children, the director will establish procedures for auditioning child actors which will most likely differ from those used for adults.

Most casting shall be determined by open auditions. Notices detailing the time, place, and specific requirements of each individual audition shall be published or communicated, as far in advance as circumstances permit.

If, in the opinion of the director, a suitable cast cannot be selected from those who auditioned, auditions may be extended beyond the original schedule, or else specific individuals may be invited to fill out the cast.

The director shall not take a major role in the production without permission of the production committee. The director shall not take a minor role in the production if a

suitable person has auditioned for that role and has not been cast in the production in another role.

Pre-casting is generally discouraged. Under certain circumstances directors may pre-cast a role or roles in consultation with the production committee. If any roles have been pre-cast that information shall be included in all audition announcements and communicated at the beginning of each audition session.

Auditions will be publicized by a method calculated to inform the potential pool of candidates, including by email, mail, by Marquee notice (both the building and the newsletter), on the website, or by press release.

An invitation to audition does not guarantee a role in the production. It merely guarantees a right to audition for a role in the production.

Prospects will fill out an audition form, indicating the roles they might accept and showing any conflicts in a rehearsal schedule. They will be expected to fulfill the commitment so indicated. Before beginning rehearsals for any role, documents, including a release, shall be completed. In addition, any membership fees that are due shall be paid or waived.

It is expected that most play require 6-7 weeks rehearsal. This is not a hard and fast rule. The director shall communicate to the candidates at the audition what is expected of the roles in terms of time commitment and shall review and implement the other audition tactics mentioned in the [director's policy](#).

On occasion, an outside guest artist may agree to play a role on a contingency basis, if, after open auditions, it appears the role is not castable from the auditioning pool. If such a contingency arrangement has been made, this information shall be communicated with the initial audition announcement.

The director may expand a cast to accommodate a large number of performers, if this is logistically feasible.

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