

A stylized illustration of two faces, one smiling and one crying, rendered in shades of red and orange. The smiling face is on the left, and the crying face is on the right. There are three four-pointed stars scattered around the faces. The background is a solid red color.

BRIGHT LIGHTS THEATRE'S

Casting Guidelines

Bright Lights is a training program that strives through its casting to create fair and equal opportunities for students who audition for its shows and camps. To promote a healthy and positive casting process, the Governing Board of Directors of Bright Lights Theatre has adopted this Casting Philosophy to provide guidance to all casting directors and their process while offering background and context to parents and students.

Casting and communicating the cast of a production or camp is a difficult and tedious task for a director. The director auditions a cast that may contain a variety of talents, role preferences, ages, genders, and abilities. We strive at Bright Lights to cast according to what is best for the students while keeping in mind the quality of production desired by the Board of Directors. We strive to cast fairly, knowing that education is our driving force behind all productions and camps. In order to assure that casting is practiced fairly and without bias Bright Lights directors will follow these guidelines:

- During every audition all directors of the show will be present.
- Directors may conduct callbacks when appropriate.
- Megan or Lauren will sit in on every audition, callback, and casting session to ensure these guidelines are upheld.
- All casting decisions must be decided by a majority and if needed Lauren or Megan will serve as a tie-breaker (and will typically side with the show's lead director).
- Directors may continue to recruit until the 2nd rehearsal for open roles if necessary, but should cast from the current cast first before recruiting for speaking roles. Anyone may join the ensemble up until the second week of rehearsals.
- All prior behavior in other Bright Lights programming will be taken into consideration when casting lead and supporting roles.
- A director cannot commit or promise a specific role or type of role to any student or parent.
- Directors reserve the right to not cast a student in a supporting or lead role if the student has listed rehearsal conflicts.

- It is up to the directors whether or not to double cast lead roles. This is an option, but not a requirement. This should only be done if it is in the best interest of the students' education.
- High school shows may cast an understudy without performances scheduled for understudies, but performances are encouraged for the education and experience of all actors participating.
- The director should cast based upon specific casting requirements outlined in the script. If the director chooses to disregard these specifications they must secure a waiver from the publishing entity for any major changes.
- A Director can consider a student's appearance, race, color, gender, disability, or national origin in casting roles that are specific to the intent of the show.
- A Director may not consider a student's appearance, race, color, gender, disability, national origin, religion, or sexual orientation in casting roles that are non-specific to the intent of the show.
- A student's frequency of participation at any Bright Lights programming will not be considered in casting, but the progress seen in such a child will be considered in casting decisions.
- Casting will not be determined by a child's parent's involvement in Bright Lights Theatre.
- Casting decisions concerning a director's own child(ren) will be agreed upon by a majority of directors involved in casting as is done with each casting decision.
- A director's child should not be elevated or demoted in the casting process based upon their relationship to the director.
- A director should never show favoritism or an advantage to students attending their private lessons or training in another capacity besides Bright Lights (ie, schools, church, etc.).

- Directors should not discuss casting decisions with students under any circumstance.
- If a student asks why they did not get a specific part tell them that if they would like audition feedback that is possible and encourage them that they are loved and supported.
- If a question is asked as to why a child did not get a part by a parent, the director must contact Lauren or Megan as to how to proceed. Both of them will be looped into this discussion. All of the following communication with said parents should be written or be in the presence of Megan or Lauren to maintain the integrity of Bright Lights Employees and to protect our families.
- No child should ever be compared to another in verbal or written form under any circumstance outside of the casting room.
- Any criticism of casting decisions should be brought to the attention of the show director and Lauren or Megan.
- Any attempts to persuade a director must be reported to Lauren or Megan and students whose parents are involved in this kind of behavior may be dismissed from the show if necessary.
- Lastly, Lauren and Megan reserve the right to relieve a director from their position if these guidelines are not upheld at any point in the show's production up to and including live shows.