STAFF APPEARANCE CODE & CONDUCT STANDARDS

Lamoka Baptist Camp
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APPEARANCE CODE

Introduction

Lamoka Baptist Camp realizes that there is a certain amount of latitude in the definition of appropriate dress for its staff. All staff employed at Camp must be neat, well-groomed, and modest in appearance at all times. Some aspects of this appearance code are not directly from Scripture, but are based on Scriptural principles (e.g., 1 Thessalonians 4:1-8) and they reflect institutional and leadership preferences that are deemed reasonable and enforceable. The appearance code below will encourage the staff to maintain good standards of appearance as well as comfort, safety, and personal taste in their dress. Exceptions to this code are made at the discretion of the Administrator. The Administrator is the interpreter and enforcer of this dress code for the Camp's leadership board. Any appeals to this appearance code should be addressed with him in an honoring, respectful manner.

Tops

Choose a clean shirt appropriate for camp activity that allows freedom of movement without presenting a safety hazard. If the shirt is worn untucked, the bottom hem should be long enough so that your midsection won't be exposed when bending down or reaching overhead. The neckline should be high enough that you can bend down without revealing your chest. If wearing a button-up shirt, the shirt should not be unbuttoned past the second button. Tops may not be sheer or tight. If wearing a tank-top or a cut-off shirt, no skin should be exposed past the underarm. (For example, wide-cut off t-shirts are not acceptable.) At no time should undergarments or undergarment straps be visible.

Bottoms

Wear pants, jeans, shorts, skirts or dresses. All clothing must be durable, practical and fit comfortably. Shorts, skirts and dresses should be long enough to be either mid-thigh or with an inseam of at least 5 inches. Athletic, acrylic or stretchy-fabric leggings may not be worn alone, but may be worn if covered by a dress, skirt, shorts, or long shirt (must reach fingertips.) Leggings may not be worn alone with a sweatshirt, hoodie, or t-shirt.

Hair and Make-Up

Please keep hair tidy: clean, brushed and kept back from the face. (If working with food,) tie long hair back with clips or hairbands to avoid contact with drinks or food. Please keep beards and mustaches neat and trimmed. Camp Lamoka reserves the right to ask you to restyle your hair if the style does not conform with professional guidelines. Make-up, when used, is to be used in good taste and in moderation. Excessive or extreme make-up will be removed upon request.

Jewelry & Tattoos

Keep earrings small or moderately sized. A small nose stud is allowed (no septum piercings or rings). No other pierced jewelry or body adornments are allowed, including tongue studs. Any other jewelry, such as necklaces, must be simple in design and must not be a health or safety hazard. Medical alert necklaces are allowed. Visible tattoos on face or neck are not permissible. Other visible tattoos are permitted so long as they don't contain any words or imagery that may interfere or contradict with one's Christian testimony.

Personal Hygiene

Please follow all reasonable personal grooming standards, including regular bathing and use of deodorant.

Swimwear

Swimwear is only appropriate for the waterfront and water-based activities. All staff members are to wear appropriate shorts and shirts when traveling to or from the waterfront. Women are required to wear one-piece or equally modest swimsuits. Swimsuits that are french-cut on the legs or low in the back or front are not acceptable. Men are not to wear tight-fitting, brief style swimsuits and must wear a t-shirt unless swimming in the water.

Logos, Brands, and Language

Clothing with logos or words upon them (e.g., hats, T-shirts, etc.) must communicate messages that do not contradict God's Word in any way.

STAFF CONDUCT STANDARDS

Introduction

Camp Lamoka expects all staff to conduct themselves in such a manner to ensure that the reputation of Camp Lamoka and God is maintained. In order to accomplish this, it is necessary that we maintain conduct standards for our staff. Though not intended to be an all inclusive list, the following behaviors are examples of unacceptable conduct, and conduct that may constitute grounds for discipline or dismissal. The Administrator and/or the Personnel Committee reserve the right to dismiss any staff member at any time for any reason.

Examples of Unacceptable Behavior

1. Lifestyle unbecoming a Christian.
2. Failure to perform satisfactory work.
3. Excessive tardiness or leaving early.
4. Indecent language or conversational topics.
5. Disregard of safety rules.
6. Willful misuse or defacement of camp or camper property.
7. Use of tobacco, drugs, vaping, or alcohol on or off campus.
8. Insubordination - deliberate refusal to follow a supervisor's instructions.
9. Deliberate dishonesty.
10. Theft of camp property or camper property.
11. Failure to obey basic camp rules or policies.
12. Inappropriate personal displays of affection.
13. The inappropriate use of a cell phone (*Inappropriate* is defined as the use of a cell phone during times or in ways that violates the cell phone policy of camp).

Biblical Discipline & Immediate Dismissal Policy

The purpose of Biblical discipline is restoration to fellowship and the removal of unnecessary distractions from ministry. Lamoka Baptist Camp leadership seek to address disciplinary issues with this principle in mind. When a staff member is disciplined, his/her attitude and spirit of repentance will be taken into consideration. However, certain offenses, not limited to but including sexual immorality, possession and/or use of illegal drugs or lethal weapons will result in immediate dismissal.