

## DRESS AND APPEARANCE CODES

As a role model for children and caregivers to our families' most precious members, Eagle's Nest feels that it is important for all staff to pay attention to our appearances and messages that we send through our dress. Our first impression is often all that parents have of us as a staff and it is important that we create a comfortable environment for all parties. With this in mind we would like for you to be aware, before you apply to work at Eagle's Nest, and before you sign contract that these expectations below do exist.

### CLOTHING

- Neat and clean clothing that is appropriate for the activity are the expectation at Eagle's Nest.
- No sexually provocative attire. Please remember what your role is in the community: a teacher. None of our interactions with our children need to have any sexual content, even if that content is just barely implied by our dress.
- No offensive attire. We ask you not to advertise tobacco products or alcohol or wear articles of clothing containing profanity, sexual connotations or racial slurs.
- Shirts are to be worn at all times except in the instance of an athletic or aquatic event that would allow for a shirtless environment for men and jog bras or bathing suit for women. No strapless shirts or tube tops. All shirts should cover the midriff.
- No short shorts or very short skirts.
- Pants and shorts should be worn at or above the hip bone with no underwear showing.
- Shoes proper to the activity are to be worn at all times. This requirement is an important injury preventer.
- One-piece bathing suits preferred, or best design for high activity.

### APPEARANCE

Tattoos and body piercings should be unobtrusive and of a noncontroversial content. This includes no facial tattoos. In general, what we find is that ear piercings, nostril studs or nostril rings that fit closely to the nostril and don't pose a safety risk are acceptable. Some piercings we find unacceptable on the job and/or unsafe are navel, tongue, eyebrows, and lips (**ornamentation in these areas needs to be removed before arriving on Eagle's Nest campus**). Hole size parameters for ear piercings beyond the standard piercing size shall be as follows: holes that are 2 gauge (approx. 1/4 inch) or smaller are acceptable **if** employee wears appropriate solid plugs or spirals at all times when on duty. Sizes beyond 1/4 inch/2 gauge are generally unacceptable. Ear tapers or other enlarging methodologies will not be used while employed at ENF.

- We expect everyone to keep their body clean and their hair washed.
- For staff members who choose to have dreadlocks, we will, on occasion, ask that the hair be put up, in particular, on opening and closing days of the sessions.
- No piercing, enlarging of piercings, head shaving, hair coloring or drastic appearance alterations while at camp or school. We have found that drastically altering one's appearance during the session affects a teacher's relationship with his or her students.

Thank you for your attention to these guidelines. We respect your desire to express yourself and recognize that body modifications are common. However, these modifications can distract from your teaching effectiveness and can be unsafe in our very active environment. The **Administration reserves the right to request the removal of body ornaments and the covering of tattoos should it be felt that they are beyond what is acceptable to our group of parents, students and staff.** Compliance with the request is necessary for the continuation of employment.

If you should have specific questions about any of the above guidelines and how they relate to you please don't hesitate to call the office. **You will need to be in agreement with and ready to uphold these guidelines before you agree to work at Eagle's Nest.** These guidelines are also in effect for our students.