



New York District Kiwanis Foundation Inc.

**Kamp
Kiwanis®**

9020 Kiwanis Road
Taberg, NY 13471
315-336-4568
Fax: 315-336-3845
kamp@kampkiwanis.org

2018 Dress Code

Kamp Kiwanis has an enforced dress code for both staff. Each employee's choice of dress is subject to approval by Directors. Any attire considered to be inappropriate will require the participant to change, repeated **infractions of this policy will lead to disciplinary action.**

Kamp staff are only required to wear uniforms on incoming and outgoing days. This consists of two different Kamp Kiwanis logo emblazoned T-shirts (one for each day) that will be provided at no cost and a staff ID. All other days during the week staff are free to wear what they choose as long as it is in compliance with all dress code regulations

Kamp Kiwanis Dress Code is as follows:

- Kamp Staff should dress modestly in adherence to Kamp's philosophy of staff being wholesome and providing positive role models for its campers.
- No items of clothing should be worn which exhibit excessive skin, there should be no revealing of midriff, cleavage or buttocks. Shorts, dresses or skirts should be of an appropriate length to ensure safe and practical for performance of activities. Rugby shorts or cheer shorts or comparable items are not permissible
- Kamp staff can not wear excessively tight clothing. Leggings are not permissible unless worn with another item of clothing which is no shorter than mid-thigh length.
- No items of clothing should be worn displaying inappropriate content to include but not limited to; cursing, tobacco, alcohol or drug imagery, violence or nudity.
- Kamp Kiwanis respects its employees right to have and display tattoos and piercings. The only exception is if any tattoo has content which is deemed inappropriate then the employee will be asked to cover the tattoo, for the duration of employment.
- Kamp Kiwanis supports its employees rights to follow religious based dressing and grooming choices.
- Kamp Kiwanis staff are required to wear safe and practical clothing that enables them to perform their daily duties. Closed toed shoes must be worn at all times when involved in sports and nature activities. Footwear must be worn at all times when on property, being barefoot is not permissible.
- Bare chests are prohibited
- Kamp Kiwanis does not allow bikinis or speedo style trunks at the pool. One pieces and board shorts are required when participating in water activities.

Kamp Kiwanis respects it's staff and participants right to personal expression but has a clear expectation that staff whom accept employment at Kamp Kiwanis follow the above Dress Code. These regulations may seem overbearing or unnecessary to you, but our experience has taught us that this is the best way to serve our campers and families.

You may not personally agree with everything, but if hired to work at Kamp Kiwanis we will expect you to abide by all of them. Please do not accept employment unless you can and will comply with these regulations, without exception.

NOTE: International staff, please be aware the placement agency that sponsor you may provide you with guidelines on dress code. These agencies work with numerous different camps and provide a good general understanding of a camp placement. Their information may differ from the above regulations but as an employee of Kamp Kiwanis it is our regulations that take precedence and must be adhered to.

If you have any questions or queries about the information provided above please contact Kamp directly.



New York District Kiwanis Foundation Inc.

**Kamp
Kiwanis®**

9020 Kiwanis Road
Taberg, NY 13471
315-336-4568
Fax: 315-336-3845
kamp@kampkiwanis.org

2018 Dress Code

Having accepted an offer of employment I acknowledge receipt of this staff acceptance package, contained within is this document detailing Kamp Kiwanis's Dress code. I acknowledge that I have had the opportunity to read and understand the information provided.

I understand that adherence to this policy is therefore a condition of employment/volunteer status that I agree to and follow the Dress code regulations as outlined.

I understand if any of the regulations detailed in this measure are violated, it may result in disciplinary action up to and including termination of my employment or volunteer status.

Staff Name:

Date:

Staff Signature:

Date: