



## STAFF APPEARANCE CODE & CONDUCT STANDARDS

Lamoka Baptist Camp  
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(607) 463-0324  
Version 2020A

### Appearance Code

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 based directly upon Scripture, but are 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.

1. Men are to keep their hair length short enough so as not to cover their collar or eyes. There will be no pony tails or pulled back hairstyles for men. Both men and women will not dye, color, or cut their hair in an extreme or unnatural fashion.
2. Men are expected to maintain either a clean-shaven or a neat and professional appearance with regard to facial hair. Extreme lengths or style are not considered appropriate.
3. Men must wear a shirt and shoes at all times (except for the waterfront).
4. Men are not permitted to wear earrings. Neither men nor women are permitted to have tongue or body piercing jewelry of any description. All jewelry is to be worn in moderation and must be appropriate to the level of activity (i.e. no jewelry is to be worn when playing sports).
5. Men and women are not to wear clothing that is tight or sheer; exposes the midriff, undergarments, or straps; or has an immodest neckline.
6. Make-up, when used, is to be used in good taste and in moderation. Excessive or extreme make-up will be removed upon request.
7. Women's skirts, dresses and shorts must pass the fingertip test.
8. Women are not allowed to wear sundresses or clothing with spaghetti straps without a blouse or top underneath.
9. Clothing with logos (hats, T-shirts, etc.) must communicate messages that do not contradict God's Word in any way.
10. Swimwear is only appropriate for the waterfront and water-based activities. All staff members are to wear appropriate shorts or shirts when traveling to or from the waterfront. Women are required to wear one-piece or equally modest swimsuits. Swimsuits that are cut too high on the legs or low in the back or front are not acceptable. Men are not to wear tight-fitting, brief style swimsuits.

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.

### General Staff Requirements

1. Shall be saved and, if possible, a member of a Baptist Church in the association.
2. Shall agree to the doctrinal statement.
3. Shall be willing to abide by the SP, Staff Training Manual, Appearance Code, and Staff Covenant.
4. Shall be willing to comply with all those placed in authority over them.
5. Shall be on time for the Monday morning meeting each week.
6. Shall not leave without the permission of the Camp Administrator.
7. Shall labor to promote the goals, purpose, and mission of the camp.
8. Shall be competent and qualified to perform the duties assigned.
9. Shall attend ALL chapels, unless given permission to do otherwise by the Administrator or a designee.
10. Shall promote Godly living and proclaim the gospel as outlined in the Bible.

### Staff Conduct

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.

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, 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.

Furthermore, the Administrator and/or the Personnel Committee reserve the right to dismiss any staff member at any time for any reason.

The purpose of Biblical discipline is restoration to fellowship. 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.