

Oakridge Volunteer Appearance Code

The Oakridge appearance code includes the guidelines below, and applies while you are on Oakridge property, or in a public place for an Oakridge-sponsored outing. If you have any questions about dress or appearance, ask the Full Time Staff, Interns or team leaders. Full Time Staff, Interns and team leaders have the right to request a change of clothing or cover-ups from all summer staff and volunteers. Requests for change of clothing and other appearance issues should come from a leader of the same sex.

Hair. Neat and well-kept, out of the eyes. No unnatural coloring. GUYS: cut above the shoulder and not fully covering the ears, or kept tied back.

Shirts. Oakridge provides four shirts for each summer staffer. On Monday through at least Thursday (and often through Saturday) all staff will wear a shirt of a particular color. This will help our guests to identify our staff. On some days, you will wear your own t-shirt. Our color selections will be communicated weekly; generally, we will start with the theme shirt on Monday and Friday, wearing the colored shirts in alphabetical order. Therefore, at least one of these shirts will usually be required during weekend retreats. These are required dress. Otherwise, you are free to wear whatever shirts you choose with the following guidelines: ladies, please wear bras, and please wear shirts that make sure your bra is unseen. No spaghetti straps, low-cuts, halter tops, off-the-shoulder shirts, or shirts revealing stomachs. Tank top straps must be at least three fingers wide. All shirts should promote something pro-Christian or neutral; please avoid promoting secular bands, inappropriate movies or TV shows, etc. Avoid clothing with negative or derogatory statements. Boys may only remove shirts for sports and outdoor work (with approval only).

Swimsuits. A modest one- or two-piece (tankini) suit for ladies. No “speedo”-type tight shorts for guys. Plan on having a dark t-shirt cover-up available if needed. Swimsuits must always be covered with shorts that meet the dress code unless you are in a designated swimming area. If asked by a lifeguard, Oakridge leadership, or a guest to cover up with a shirt or shorts, please do immediately and joyfully. When serving groups who require campers to wear shirts, or have separate-sex swim times, staff should comply to their preferences.

Pants/shorts. Please no short-shorts, pants/shorts that are too tight, or pants/shorts with writing across the rear-end. Shorts must be longer than your fingertips at your sides. Shorter shorts are permitted during water sports. Guys, no baggy pants. If you’re constantly having to pull them up, they’re too loose. All pants should be above the hips to avoid revealing your glutes or underwear. Girls, do not wear leggings as pants.

Dresses and skirts. Must be longer than your fingertips at your side. Make sure tops are not revealing, especially when you bend

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over.

Underwear. We don't want to see anyone's underwear or bra.

Body piercing. Please limit body jewelry to the ears while on Oakridge property (no more than 2 earrings per ear, please). Please let

administration know about any other piercings, or keep covered.

Tattoos. Please cover or mention any tattoos you currently have. Don't plan on getting any while here.

Fingernails. Neatly trimmed, no long nails. Long nails make kitchen and cleaning work more difficult.

Sunglasses. For outside wear only.

Hats. Guys, do not wear during prayer or Bible reading. If you desire to wear a hat indoors, check with leadership about the specific hat.

Head coverings must be worn during foodservice.

Jackets. Wear outside only, or only indoors when it's cold (with approval). Follow same guidelines as shirts.

Shoes. All staff must wear closed-toed shoes for outside work. Sandals with a heel strap are permitted for inside work. No flip-flops.

Staff must always wear shoes; no bare feet.

Personal hygiene. Keep yourself clean, well-kept, and smelling and looking nice. Use deodorant or antiperspirant and brush your teeth daily. Plan on doing your own laundry and keeping your own room clean.

Sitting and lying. All Staff should be mindful of sitting appropriately. Be aware of slouching, leaning, lying, sitting in suggestive or revealing ways (especially with shorts, dresses, and skirts), etc. No lounging in the dining hall or other common areas while guests are on the property.

Torn clothes. No badly torn, beat-up, or ratty clothes when guests are on the property.

Personal alterations. No minor can alter their body in any way without parental permission. This includes things like a major change in hairstyle, hair dyeing (not temporary color), tattoos, piercings, etc. Leadership must listen to the verbal parental permission being given.

Questions/veto power. Oakridge full-time staff, interns, and team leaders reserve the right to make final judgments in matters of appearance code.

Other issues. See full-time staff with any questions.