

Acceptance of Roughing It Policy on Dress & Grooming Year Around Staff

Purpose. This document provides the general policy and philosophy for dress and grooming for employees who work at Roughing It during the fall, winter and spring season.

Acceptance of Dress & Grooming Standards Proscribed by the Owner/Directors. Employees of Roughing It accept working in an organization that has dress and grooming standards. Employees accept that the definition and interpretation of the dress and grooming standards is solely the discretion of the owner/directors. Employees at Roughing It accept that it is important to present a consistent image to the public and they relinquish a certain amount of their personal freedom to make personal or political fashion statements through their dress and grooming. Employees who work at Roughing It also accept that they will be evaluated on their dress and grooming and that future retention/promotion may be based on their appearance.

General Appearance Philosophy – The Roughing It Look -CONSERVATIVE. The general dress and grooming appearance philosophy is that the employees will present a conservative and yet casual and well groomed appearance. We often refer to this look as the Ivy League or New England or the LL Bean look. This look is what you would traditionally expect to find at an East Coast private boarding school and would be comprised of short/well trimmed hair, clean/pressed clothing, subdued/warm colors, minimal/subdued jewelry

Rationale. We believe that dress and grooming contribute greatly to the sales and customer transaction and are thus very important to improving our relationships with our camper families. It is very important to our camper parents that the adults who their children come in contact with care enough about themselves to present a well groomed and appropriate appearance. Our customers are generally very conservative in their dress and appreciate greatly to standards of dress at Roughing It.

Non-Acceptable “Looks” and Dress Styles. While the more conservative East Coast traditional style is the accepted “look” for year around staff at Roughing It, there are several “looks” or dress styles that are inappropriate and non-acceptable at Roughing It. The non-acceptable styles are:

- High Fashion or High Glitz
- Formal Office Style (law office or dark business suit)
- Hippie (baggy pants and tie dye t-shirt)
- Athletic Casual (sweat suits and swim sandals)
- Granola or Earth Mama (bierkenstocks and rumpled flannel shirts)
- Outdoor or River Guide (teva sandals, climber pants, & t-shirt)
- Movie Star or Sexually Provocative (high heels & tight skirts & lots of cleavage)
- Cowboy or Western (cowboy boots and wrangler jeans)
- GI Joe or Military (fatigues, camis & combat boots)