

## **Camp Hardtner Dress Code Policy**

Camp Hardtner's dress code is intended to support equitable access and should not reinforce gender stereotypes. The dress code and its enforcement should not reinforce or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity or cultural observance.

This dress code is intended to address recent and escalating controversy and conversation both at Camp Hardtner and across the nation about overreaching and detrimental dress codes for some youth and adolescents.

Our values are:

- All people should be able to dress comfortably at camp without fear of or actual unnecessary discipline or body shaming.
- All people should understand that they are responsible for managing their own personal "distractions" without regulating individuals' clothing/self expression.
- Staff can focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- People should not face unnecessary barriers to camp attendance.
- Reasons for conflict and inconsistent discipline should be minimized whenever possible

### **I. GOALS OF A CAMP DRESS CODE**

Camp dress code should accomplish several goals:

- Maintain a safe environment where protective or supportive clothing is needed during games and outdoor activities.
- Allow people to wear clothing of their choice that is comfortable.
- Allow people to wear clothing that expresses their self-identified gender.
- Allow people to wear religious attire without fear of discipline or discrimination.
- Prevent people from wearing clothing with offensive images or language, including profanity, hate speech, and pornography.
- Prevent people from wearing clothing with images or language depicting or advocating violence or the use of alcohol or drugs.
- Ensure that all people are treated equitably regardless of gender/gender identification, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

### **II. DRESS CODE POLICY**

The primary responsibility for a camper's attire resides with the camper and guardians. The camp is responsible for seeing that camper's attire does not interfere with the health or safety of

any camper, or their uninhibited participation, and that camper attire does not contribute to a hostile or intimidating atmosphere for any camper or staff.

Campers and staff should be given the most choice possible in how they dress for camp. Keeping in mind: while campers and staff will have the opportunity to “dress up” for certain events (e.g. dances, talent shows) the majority of the daily schedule is outdoors and very active. Therefore, the clothing packed for camp should be suitable for running, jumping, crouching, and bending in a sunny, hot, and humid environment according to the following:

**1. Basic Principle: Certain body parts must be covered for all people at all times.**

- Clothes must be worn in a way such that genitals, buttocks, and nipples are covered with opaque material while running, jumping, playing, bending, swimming, etc. Cleavage should not have coverage requirements. All items listed in the “must wear” and “may wear” categories below must meet this basic principle.

**2. Campers Must Wear\***, while following the basic principle of Section 1 above:

- Shirt: with fabric in the front, back, and on the sides under the arms.
- Bottom: shorts/pants/sweatpants/skirt/dress/leggings.
- Shoes: closed-toe, closed heel shoes are required for safety during running/playing activities

*\* Activity specific requirements: swimsuits that do not violate # 1 above must be worn in the pool.*

**3. Students May Wear**, as long as these items do not violate Section 1 above:

- Hats, including religious headwear
- Fitted pants, including leggings, yoga pants and “skinny jeans”
- Midriff baring shirts
- Ripped jeans, as long as underwear is not exposed
- Tank tops, including spaghetti straps, halter tops, and “tube” (strapless) tops
- Athletic attire

**4. Campers Cannot Wear:**

- Violent language or images.
- Images or language depicting drugs or alcohol (or any illegal item or activity) or the use of same.
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment based on any protected class.
- Visible underwear. Visible waistbands or straps on undergarments worn under other clothing are not a violation.

- Flip-flops outside of the cabin

### **III. TRAINING FOR CAMP LEADERSHIP, COUNSELORS, AND CAMPERS**

A dress code is most effective when the camp leadership are trained to understand and embrace the intent of the code, how to apply and enforce the code equitably, and how to talk about the dress code and the reasoning behind it.

- Camp administrators and counselors/staff should be trained to understand the purpose/spirit of the code, the actual code, and how to enforce with the least impact on camper engagement and self-confidence.
- Camp staff must enforce the camp dress code consistently. Camp staff should not have discretion to vary the requirements in ways that lead to discriminatory enforcement.
- Camp staff should be trained and able to use camper/body-positive language to explain the code and to address code violations.

### **IV. DRESS CODE ENFORCEMENT AT CAMP**

A dress code is only as effective and fair as its enforcement. Historically dress codes (schools, camps, etc.) have been written and enforced in ways that disproportionately impact girls, people of color and gender expansive people.

- Enforcement should be consistent with the camp’s overall discipline plan. Failure to comply with the dress code should be enforced consistently with comparable behavior and conduct violations.
- Violations should be treated as minor on the continuum of camp rule violations.
- Enforcement for campers in grades K-5 should be limited to safety and non-violence/ non-discrimination and should not include messages predicated on body maturity.
- Campers should never be removed from the day’s program/session solely as a result of a dress code violation.
- No camper should be disproportionately affected by dress code enforcement because of gender, race, body size, or body maturity.
- The dress code should be clearly conveyed to campers, not just in the pre-camp information, but in other ways, too.
- Campers should not be shamed or required to display their body in front of others (campers, parents, or staff) at camp. “Shaming” includes but is not limited to kneeling/bending over to check attire fit, measuring straps or skirt length, or asking campers to account for their attire.
- Campers’ guardians may be called during the session to bring alternative clothing for the camper to wear for the remainder of the session.