



## Nyumbani Academy

### Dress Code and Character Standards Policy



#### 1. Policy Purpose

The purpose of this Dress Code and Character Standards Policy is to uphold the values of respect, safety, leadership, cultural dignity, and personal responsibility across all Nyumbani Academy programs. This policy applies to all students, staff, volunteers, and facilitators participating in our learning environments, including outdoor education, cultural exchange camps, travel programs, and community engagement initiatives.

#### 2. Our Values in Practice

At Nyumbani Academy, how we dress and behave reflects our identity as a learning community rooted in:

- Respect for self, others, and diverse cultures
- Preparedness for active, outdoor, and experiential learning
- Personal pride, leadership, and character
- Unity in diversity

#### 3. Dress Code Guidelines

All participants are expected to dress in a way that is:

##### **Appropriate**

- Clothes should be comfortable, weather-suitable, and safe for outdoor learning, movement, and travel.
- Closed-toe shoes are required for fieldwork, hiking, or physical activities.
- Clothing must allow for safe participation in varied environments, including community visits, bush camps, and classroom settings.

##### **Respectful & Modest**

- Clothing must cover shoulders, midriff, and upper thighs.
- No clothing that promotes violence, drugs, hate, offensive language, or sexual content.
- Cultural sensitivity is vital — attire must respect the diverse backgrounds of local and international participants.

##### **Clean & Tidy**

- Participants are expected to maintain personal hygiene and grooming.
- Clothing should be clean, in good condition, and appropriate for public or community settings.

##### **Unifying**

- For formal occasions or cultural events, participants may be asked to wear:
  - Program-issued attire (e.g., Nyumbani Academy t-shirts or jackets)

- Cultural dress representing their heritage during specific celebrations or talent nights
- Students are encouraged to bring one cultural outfit for intercultural sharing.

#### **4. Grooming & Accessories**

- Hair should be neatly kept, and styles should not interfere with safety equipment or vision.
- Jewelry should be minimal and non-distracting, especially during physical or field activities.
- Face paint, body art, or makeup may be restricted depending on cultural or program context.

#### **5. Character Standards**

All participants are expected to demonstrate:

##### **Respectful Behavior**

- Speak and act kindly to others regardless of background or belief.
- Value and protect the dignity of peers, staff, and community members.
- Show gratitude, cooperation, and open-mindedness during intercultural dialogue.

##### **Personal Responsibility**

- Follow program rules and guidance from staff.
- Be punctual, attentive, and committed to the spirit of learning.
- Accept feedback with a growth mindset.

##### **Leadership & Integrity**

- Lead by example in words, actions, and attitudes.
- Support others, take initiative, and solve problems peacefully.
- Maintain honesty, especially in group tasks, learning activities, and community service.

#### **6. Policy Application**

- Staff will address dress or behavior concerns respectfully and privately, explaining why changes are needed.
- Continued disregard for these standards may result in:
  - A reflection or discussion session
  - Parent or guardian involvement
  - Limitations on participation in specific activities

All staff and facilitators model the same expectations of dress and character. We walk together in creating a safe, inclusive, and inspiring community.

#### **7. Parent and Student Partnership**

This policy reflects our shared commitment to developing resilient, respectful, and responsible global citizens. Parents and guardians are encouraged to review these

expectations with their children before program start and communicate any cultural, religious, or personal needs regarding dress.

**Together, we wear our values | We walk in character | We represent Nyumbani Academy.**