



Glacial Community YMCA Staff Dress Code Policy

Revised March 2026

As an employee of the Y, it is expected you will present a clean and professional appearance when you represent us, whether inside or outside the facility. An employee's position may dictate the type of clothing or uniform that is worn. The general guidelines apply to all staff with position exceptions listed below.

GENERAL GUIDELINES

- Shirts must be approved of royal blue Y staff apparel. Unapproved apparel layers for comfort must be underneath approved apparel. Purchase of other apparel styles is allowed only from approved catalogs available on Employee Portal.
- Name tags must be always worn and visible unless they pose a safety hazard to staff or participants.
- Pants, shorts, or skirts must present a professional appearance specific to the employees' role. Jeans with holes, tears, too baggy or too tight are prohibited.
- Hats may be permitted, at the discretion of the department director.
- Shoes should be departmentally appropriate and sensible to activity. Shoes must be always worn while on duty, except for the pool deck or as specific to programming.
- Body tattoos, visible body piercing, and jewelry deemed inappropriate by Y management must be covered or removed.

Professional Staff & Administrative Assistants

- Business casual attire required – jeans are permitted OR
- Must abide by general guidelines above when anticipating work within branch or off-site program operations (i.e. MOD shifts, working on the floor, in ratio, in program, etc.).

Aquatic Staff

- Shirts must be approved staff apparel
- Female staff must wear modest one-piece swimsuit (no racers) and black or dark blue shorts with suit while lifeguarding or instructing lessons
- Male staff must wear black or dark blue swim trunks (no jammers)

Other Program Staff involved in Water Activities

- Staff must be visible by wearing approved Y issued shirt or visor.
- Female staff must wear modest one-piece swimsuit (no racers) and shorts.
- Male staff must wear swim trunks (no jammers)
- Sandals or other water activity shoes, if worn, must be secured with a heel strap.

Child Care / Maintenance & Custodial / Wellness Center

- NO open heel or toe shoes.

Climbing Wall Staff

- NO open heel or toe shoes, hats, hanging jewelry on head or neck, bracelets
- Shoulder length and longer hair must be tied back or put up.

Group Fitness Instructors

- Royal blue or black modest fitness apparel with Y logo

Summer Camp Staff

- Shirts must be approved camp staff apparel
- NO open heel or toe shoes.
- For water activity days – see “staff involved in water activities”

All Staff: Special Events or Promotions – At the discretion of direct report supervisors, dress code guidelines may be adjusted for a specified period for special events or promotions.

New employees will be issued shirts upon hire, and they will be reissued as needed. The number of days an employee is regularly scheduled to work, length of shifts, and type of work will be considered in determining the number of shirts issued.

Directors, Coordinators, or Supervisors will be the final authority regarding questionable garments. If you are out of uniform, you will be asked to remedy the situation. Failure to comply will result in disciplinary action.