



Dress Code for Office Hours and TVC Sanctioned Events

At Thornapple Valley Church, we encourage our employees to dress comfortably in casual attire. Employees should use their best judgment to dress appropriately during office hours. Clothing should not include profanity or appear distracting or revealing. Our goal is to promote a comfortable environment for all employees and volunteers during office hours. See Below for specific guidelines.

- All clothes must project professionalism. Clothes that are too revealing or inappropriate aren't allowed. All shorts and skirts must have an inseam no shorter than 5". All rips in jeans must be below the 5" inseam. Low hanging shirts, Crop tops, cut off shirts, and cut off jeans are not allowed.
- All clothes must be work-appropriate. Clothes that are typical in workouts aren't allowed. This includes all athletic shorts – even those that have an inseam longer than 5". Leggings are allowed, but the back must be covered.
- Employees must avoid clothes with stamps that are offensive or inappropriate.
- Any questionable clothing items will be at the discretion of the Business Office.

Dress Code for Weekend Service

Our mission is to connect with people with God. We want our employees to dress in a way that is professional, comfortable, and free of distractions. Many first-time guests will arrive on a weekend, so we want to make a good first impression in the way that we present ourselves. Under the Weekend Service dress code, all dress code guidelines for Office Hours and TVC Sanctioned Events are in effect as well as the following additions.

- Shorts are not allowed during Weekend Service. Dresses and Skirts must be at least knee length.
- Footwear must be worn at all times.

Directs will enforce the new dress code policy beginning on 7/24/23. Any employee in violation of the dress code will be asked to immediately bring their attire into compliance. This may include being asked to leave work, change clothes and return in suitable attire. Employees will not be compensated for lost work time if they must return home to change.



Repeated or extreme violations of this dress code policy will result in more severe disciplinary action, up to and including termination of employment.