

Job's Daughters International Grand Guardian Council of DelMar, Inc.



3835 9th Street
North Beach, MD 20714

INTERNATIONAL®
GRAND GUARDIAN
COUNCIL OF DELMAR

May 13, 2023

Dress Code

Dear Bethel Daughters, Council Members, and Adults:

*I would appreciate everyone following Dress Code for the ensuing GGC year. This policy has been developed to protect the daughters and our Order. I am asking that this communication be read **and discussed** at a Bethel meeting and Bethel Guardian Council meeting.*

The following is the dress code and guidelines for both Daughters and Adults for the 2022 – 2023 Grand Guardian Council year. Proper attire is the responsibility of each Bethel and should be discussed and addressed. Please remember that when you are representing Job's Daughters, it is then that our Order is in the spotlight. Appropriate behavior and proper attire will display a positive image for Job's Daughters. This applies to both Daughters and adults. **Unfortunately, people do make judgments based on appearance.**

GGC Functions:

The Dress Code for all GGC Functions will be clearly expressed in all communications for that specific event. "Casual clothing" should be "Jobie Appropriate". All clothing must be size appropriate. Any excessively tight clothing is prohibited.

Casual:

- Sport or nice casual wear.
- No spaghetti strap shirts, halter tops or mid-drift shirts. (Your middle/stomach should be covered).
- No "short" shorts and no tattered jeans or cut-offs.

Swim Wear:

Swimsuits should be worn with the following guidelines:

- No string or thong pieces are to be worn. You must wear a one-piece bathing suit or a two piece that covers your entire stomach/middle. If you choose to wear a bikini, then you must always wear a shirt over your bathing suit.
- Cover-ups are required when going to and from the pool area, for all Daughters and adults.

Meeting Attire:

- Dress pants or pant suits, dresses or skirts & blouses for women and daughters (dress/skirt length should be no shorter than 4 inches above your knee caps). Blouses should be in good taste, no spaghetti straps or mid-drift shirts. If you choose to wear leggings under a dress, please make sure the dress meets the prior requirement of extending past your fingertips.
- Dress pants (no jeans, track or sweatpants) & shirts for men (no casual t-shirts). Jackets and ties are recommended, but optional.
- No athletic shoes or flip flops are to be worn at a Bethel meeting.

Formal:

- Cocktail (mid-calf) length, knee length or long formal dresses for women and Daughters with the appropriate undergarments and accessories. Always remember good taste, no low-cut dresses, no bare midriffs, no low backs (no lower than midway down back no part of a bra should be seen at any time), and slits in the skirt should not be higher than 4 inches above the knee. Dresses must have some type of strap or you will be required to wear a shawl, jacket or sweater.
- Tuxedos, Dinner Suits or coats and ties for men.

Official Bethel Regalia for Daughters:

- This means clean and pressed robes, slip (please don't forget your slips)
- Appropriate undergarments.
- Clean stockings, clean shoes, headband or crown and cape.
- Jewelry may be worn in accordance with the Constitution and Bylaws (B-Bethel 4, Article VI, Section 2, (d)).

Thank you in advance for your cooperation. Please feel free to contact Dad Ken or me with any questions or concerns.

Jobie Love,

Mom Cindy O'Neill
Grand Guardian

Dad Tom Leone
Associate Grand Guardian

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DelMar Job's Daughters Electronic and Social Media Policy

Your Identity Online

- "You are personally liable for all communications and information you publish online. Job's Daughters of DelMar may be liable for online activity that uses Job's Daughters of DelMar assets, an email address or any email address that can be traced back to the DelMar Job's Daughters domain. **Using your name and a DelMar Job's Daughters e-mail address may imply that you are acting on the behalf of DelMar Job's Daughters.** Social media and networking activities are public, your *DELMAR Job's Daughters* email address and Company assets should be used only to perform job-related activities, which may include professional networking but do not include personal social networking.
- Outside the workplace, you have a right to participate in social media and networks using your personal email address. However, information and communications that you publish on personal online sites should never be attributed to *DELMAR Job's Daughters* or appear to be endorsed by, or to have originated from, *DelMar Job's Daughters*.
- If you choose to disclose your affiliation with *DelMar Job's Daughters* in an online communication, then you must treat all communications associated with the disclosure as professional communications governed by this and other *DelMar Job's Daughters* policies.

Limitations on Online Publications

- "Never identify any Daughters or Adults in an online posting without his or her prior written permission.
- Obey the law and ethics rules. Do not post any information or engage in any online activity that violates applicable local, state or federal laws, or professional rules of conduct.
- Identify all copyrighted or borrowed material with citations and links. When publishing direct or paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.

Creating and Managing Content

- "The Grand Guardian Council must approve any website, blog, chat room, video-sharing site, bulletin board or other social media that promotes *DelMar Job's Daughters*. No member may incorporate the *DelMar Job's Daughters* logo or other intellectual property in a website, blog, chat room, video-sharing site, bulletin board or other social media without *DelMar Job's Daughters* written permission.
- If you maintain a website, blog, chat room, video-sharing site, bulletin board or other social media that promotes *DelMar Job's Daughters*, you are responsible for reviewing responses to online posts and resolving any concerns about the propriety of the responses before they are posted.
- If a blogger or any other online participant posts an inaccurate, accusatory or negative comment about *DelMar Job's Daughters* or any of its members, do not respond to the post without the approval of the Grand Guardian Council.
- Refrain from publishing comments about controversial or potentially inflammatory subjects, including politics, sex, religion or any other non-business-related subjects in any posts or other online communications involving *DelMar Job's Daughters*.
- Avoid hostile or harassing communications in any posts or other online communications involving *DelMar Job's Daughters*. Harassment is any offensive conduct based on a person's race, sex, gender, gender identity, national origin, color, disability, age, sexual orientation, veteran status, marital status, religion or any other status protected by law. **All communications between a Daughter and adult will include another adult (i.e., 2 adults (parent or another DelMar council member) will be on any communication with the Daughter).**

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Cell Phone and Texting Policy

Daughters are not allowed to have their cell phones in the dressing room or with them during a Bethel meeting. It is suggested that each Bethel provide a basket or box to collect cell phones before each Bethel meeting. Daughters may hand their cell phones to a parent or guardian if preferred. All cell phones should be silenced before placing them in the basket.

Daughters visiting another Bethel are to keep their cell phones silenced and put away or handed to a parent or chaperone for the duration of the Bethel meeting.

No person shall use a cell phone, iPod, iPhone or any other "i" gadget at any time during the meeting with the following exceptions:

- Electronic devices utilized for playing music or taking minutes;
- Calendars kept on electronic devices. In this case the electronic device is to be used only during communications business or "what did I sign up for". No cell phones or electronic devices shall be with the Daughters at their stations.

Gum Chewing Policy

Daughters are not permitted to chew gum during meetings or any activity where Ritual work is being exemplified.

Adults are requested to set a dignified example for the Daughters by refraining from gum chewing in all situations where the Daughters are not allowed to chew gum.

This does not apply to fun activities.

Thank you in advance for your cooperation. Please feel free to contact us with any questions or concerns.

Jobie Love,

Mom Cindy O'Neill
Grand Guardian

Dad Tom Leone
Associate Grand Guardian

Job's Daughters International, Grand Guardian Council of DelMar

ANTI-SMOKING AND SMOKE-FREE / VAPE-FREE ENVIRONMENT POLICY

PURPOSE

The purpose of this policy is to create a smoke-free and vape-free environment for daughters, parents, guardians, and invited guests at all Job's Daughters activities taking place in the state of Maryland and Delaware. For more than one hundred years, Job's Daughters has served to help young women learn important skills for life, such as leadership, organization, teamwork, and self-reliance. We have worked to ensure healthy and safe practices for all our events so that we are seen as positive role models.

The purpose of the anti-smoking and smoke-free environment policy is to provide clean air in and around all facilities and vehicles used during an event to protect everyone from breathing secondhand smoke.

This policy is designed to shield daughters, parents, guardians, and guests from the harmful effects of smoke filled / vape filled air.

Smoking is defined as the "act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind." Vaping refers to the use of electronic nicotine delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs and e-cigars.

POLICY

All vehicles and facilities used during a Job's Daughter's event are to be tobacco-free. The right to breathe smoke-free air is guaranteed to all daughters, parents, guardians, and guests.

General Requirements:

1. Tobacco is prohibited anywhere in and around vehicles and facilities used during Job's Daughters events and activities in the state of Maryland and Delaware.
2. Chaperones, parents, and/or guardians will not smoke while transporting daughters to or from a Job's Daughters event or activity.
3. Smoking/Vaping is prohibited within 50 feet of any facility used before, during, or after a Job's Daughters event or activity.
4. GGC of DelMar adult members, when representing the organization, will not smoke when conducting business with the public, when speaking before other Masonic family organizations, or when making other public appearances.

Implementation and Enforcement:

1. Enforcement of this policy is the responsibility of every member. Guests, parents, guardians, and daughters who are observed smoking should be informed and reminded of this policy.
2. Members who fail to follow this policy may be asked to leave the event or activity.
3. GGC of DelMar members, daughters, parents, guardians, and guests shall advise the Grand Guardian of noncompliance with this policy.
4. Any new adult or parent shall be immediately informed of this policy.

EFFECTIVE DATE

The effective date of this policy is May 13, 2023. This policy supersedes all previous directives regarding smoking, tobacco and vaping use issued by the GGC of DelMar or by the selected facilities and locations of GGC of DelMar events and activities.

Cindy O'Neill, Grand Guardian Tom Leone, Associate Grand Guardian