



Staff Expectations

Dakar Academy is a Christian school seeking to glorify God, to be a witness to the world of His love, and to share His good news. Staff members are missionaries, partners in this effort. As such they must conduct themselves like God's people, demonstrating godliness in the classroom and out, conforming their lives to the Scriptures. Because staff members are living in a Muslim culture that is very different from a North American culture, sometimes behavior must be changed even beyond what the Bible demands in order not to offend those of this culture. Again, staff members are missionaries representing Dakar Academy as well as all the missionaries in Senegal. They are also Christ's representatives to the Muslim world. Because of this and based on the experiences of staff in past years, Dakar Academy asks its staff members to abide by the following expectations. To do so, in some cases, staff members must give up certain of their rights during their time here. The Academy calls its staff to this sacrifice with no apologies, remembering Paul's words in 1 Corinthians 10:23, "Nobody should seek his own good but the good of others."

1. Staff members should dress neatly and modestly both on and off campus. Dress should be appropriate for the situation. Shorts are acceptable at the beach or in American recreational areas. Shorts, blue jeans and spandex type pants with short tops are not allowed during the normal school day. No clothing should be shorter than three inches above the knee. The Director makes exceptions to this rule concerning school day attire for appropriate positions (e.g. PE teacher) or situations.

Rationale: First, in the Senegalese culture the exposing of the lower part of the body is associated with people who are immoral. Wearing spandex type pants also exposes the lower part of the body under skin-tight cloth. As representatives of Christ in Senegal we must dress more conservatively than we might in North America. There is a shift in acceptable dress going on in Senegalese culture. Even so, we do not want to alienate the older people in this culture.

Second, staff dress sets the tone for the school. Casual clothing brings casual behavior. Students imitate teachers who are often role models. It has been observed that if teachers dress nicely they are treated with more respect.

2. DA encourages staff members to develop friendships with the people of Dakar; however this should be with members of the same sex. If someone of the opposite sex expresses interest in Christianity, the staff member should refer that person to a Christian of the same sex. Moreover, with rare exceptions staff members are not to date persons from other cultures. Only with the advice and consent of the director and local mission leader will a staff member pursue such a relationship

Rationale: North Americans view dating and friendships differently than the rest of the world. The meaning of non-verbal cues, expectations for behavior and commitment, and almost all aspects of male-female relationships are out of sync. The problems that arise from this can destroy the reputation of the staff member, damage the other's view of the Gospel, and hurt the entire missionary community.

3. All expatriate staff will so conduct themselves with those of the opposite sex as to avoid any appearance or accusation of being indiscreet within either the cultural or spiritual codes. This includes the following:
 - No unmarried couples are permitted to be alone in a home.
 - No staff member should visit the bedroom of a staff member of the opposite sex, unless they are married to each other.

Rationale: First, there is a spiritual battle going on and Satan will use every opportunity to tempt Christians to sin. Staff should wisely avoid these kinds of situations. Also, staff members should avoid every appearance of sin. The non-Christian community is always watching Christians. For the sake of the reputation of the Gospel staff must not give non-Christians a reason to accuse God's people of wickedness.

4. All dating relationships between staff or with other North Americans should be done with the knowledge and approval of the Director and the individual's respective mission field leader. The dating couple will so conduct themselves as to avoid any appearance or accusation of being indiscreet within either the cultural or spiritual codes. If the couple has doubts about a particular situation or action, they will seek the advice of the Director. (Please see #3 for specifics.)

Rationale: Dating relationships with staff members and with other Americans or Canadians is not discouraged; however, we must be aware that our actions are observed by students and Senegalese. Staff members are role models for students. (Please see rationale for #3.)

5. School staff members are expected to behave as professionals toward students. They must be their teachers, not their buddies. Staff is encouraged to know the difference between fraternizing and nurturing in their relations with students.

Rationale: Staff need to maintain the students' respect if they are to be an effective role model and a person in an authority role.

6. School staff should consult the dorm parents before any visit to a dorm unless there is a planned activity that had been approved by the dorm parents.

Rationale: The dorm is a home. Dorm parents are responsible for the students living in the dorm and for the protection of their dorm children's privacy.

7. Staff members sharing living quarters with others should limit personal guests to reasonable hours.

Rationale: Staff should be considerate of their housemates' need for sleep and privacy.

8. Staff members are to avoid places whose primary purpose is dancing and/or serving alcoholic beverages, such as discos, casinos and nightclubs.

Rationale: Drinking of alcoholic beverages is not allowed in the Muslim culture. In the eyes of the Senegalese such places are associated with sin. For the sake of the personal witness of the individual and the reputation of the Christian community, staff members must be willing to alter their behavior while at DA.

9. Staff members are not to dance when they are in a group representing Dakar Academy, and they are to use discretion about dancing at other times.

Rationale: First, in many cultures dancing is used to arouse sexual desire and is associated with promiscuity and sin. Because of this, some of the students coming to DA are from families where dancing is not allowed. DA must be sensitive to the values of these families. Second, some students are vulnerable to the temptations associated with dancing. Staff members must not be a stumbling block to these children. Finally, as stated before, the reputation of the individual and the missionary community is also at stake.

10. Staff members are to abstain from the use of alcohol as a beverage. Alcoholic beverages may be used for cooking purposes only.

Rationale: Staff members are role models for students and must not be a stumbling block to them.

As stated in the rationale for #8: Drinking alcoholic beverages is not allowed in the Muslim culture. In the eyes of the Senegalese places that serve alcoholic beverages are associated with sin. For the sake of the personal witness of the individual and the reputation of the Christian community, staff must be willing to alter their behavior while at DA. (Please see rationale #3.)

11. When jogging off-campus, please observe the following guidelines:

- Jog during daylight hours.
- Jog with another person.
- Do not wear jewelry, a watch, a Walkman, or anything of value.
- Joggers should not wear "short" shorts or tights.

Rationale: Petty theft is common in Dakar. Items a., b., and c. are for the safety of the individual. Item d. is a question of modesty. (Please see rationale for #1.)