

Madawaska Valley

Association For

Community Living

**POLICY: FOOOTWEAR**

**PAGES: 1**

**REVISED: APRIL 13, 2023**

**REVIEWED: APRIL 13, 2023**

**APPROVED: FEBRUARY 28, 2012**

**NUMBER: 3-5**

**CATEGORY: HEALTH & SAFETY**

This Policy applies to all Madawaska Valley Association for Community Living Direct Support Workers.

Policy Statement:

Preventing slips and falls is the responsibility of everyone in the workplace. Employers are legally required to take every reasonable precaution to protect employees as well as inform them about any hazards on the job. Employees are required to follow the policies and procedures set out by the employer.

For the purpose of safety for the staff and individuals being supported, and in the event the employee needs to move quickly or abruptly footwear must be adhered to.

Procedure:

* All employees must wear safe footwear that is supportive, slip resistant and appropriate for the setting and activity.
* Bare feet, slippers, stocking feet, flip flops and crocs are prohibited.
* Staff working in residential locations must wear shoes that have heel protection (with strap around the heel) and have a slip resistant sole.
* Footwear must have good support and heel height lower than 2 inches.
* “Water Shoes” will be provided for Staff assisting with showers.

For health and cleanliness reasons employees are required to remove muddy and wet footwear that is worn outdoors while working indoors. Employees are required to wear non-skid footwear or boots in the cold and wet weather to prevent slips and falls while outdoors.

Those who choose not to practice the safety measures of the footwear policy will be subject to progressive discipline as determined by the management team.