

**TITLE:** **SAFETY FOOTWEAR**  
(Relates to EL-2: Treatment of Staff)

**EFFECTIVE DATE:** April 30, 2001  
**REVISED DATE:** March 1, 2005

**PRACTICE:**

To prevent foot injury, Red Deer College will ensure staff, students, contractors and visitors shall wear safety footwear that is appropriate to the nature of the hazard.

Protective footwear must be worn when working with materials or tools that might damage the feet. These conditions include working in close proximity to chemicals or where there is risk of foot injuries including crushing, bruising, fractures, sprains, strains, cuts, burns and scalds.

**PROCEDURE:**

1. The safety leather footwear must have a steel toe, non-slip solid rubber or polyurethane non-slip heel and sole. Ankle support is highly recommended.
2. Footwear must meet or exceed all C.S.A. or W.C.B. regulations to ensure that physical and health hazards are guarded against and to develop work attitudes conducive to a safe and healthy workplace.
3. Protective C.S.A. approved footwear must be worn by all employees and students when work is in progress in the following shops:
  - Welding Shop
  - Steam Fitting/  
Pipe Fitting Shop
  - Heavy Equipment  
Shop
  - Sprinkler Systems Shop
  - Automotive Service  
Shop
  - Scene Shop
  - Plumbing Shop
  - Carpentry Shop
4. Red Deer College will contribute funds towards the purchase of safety footwear for full-time employees. Contact the Health, Safety and Wellness Centre to initiate this process.
5. Failure to comply with this Standard of Practice may result in disciplinary action up to and including termination or expulsion.

**ACCOUNTABILITY:  
RESPONSIBILITY:**

Vice President of Human Resources  
Manager, Health, Safety and Wellness

**Consultation for Review:**

Occupational Health and Safety Committee

**Policy Review Date:**

April 2007

**Associated Standard Policy:**

N/A

**Associated Standard Practice:**

N/A