

The Children's Aid Society of the District of Thunder Bay Footwear Policy

Introduction

The agency expects all employees and students to exercise common sense and good judgment in their choices of footwear. Employees must keep in mind their personal safety and the professional image the agency wishes to convey. Your choice of footwear must be appropriate and must never compromise your safety.

This policy applies to all agency employees while carrying out agency related activities, on or off of agency property.

Policy

1. All employees and students must wear footwear at all times. Stocking or bare feet is prohibited. This includes home visits to clients and foster/kin homes. This is to prevent:
 - acquisition of fungal diseases and blood borne diseases caused by walking on contaminated surfaces with bare feet, or stepping on contaminated sharps
 - other injuries and diseases caused by stepping on sharp, dirty objects
 - ability of worker to leave an unsafe environment quickly and safely
 - prevention of slips and falls

Clients and Foster Parents are to be reassured that the worker who wears shoes inside their home is directed to do so by the Agency's Health and Safety policy, and is not intended as a sign of disrespect of custom or culture, or as an indication the worker feels the home is unclean. The worker should communicate that this is agency policy. The worker should carry clean, non-marking shoes to wear in client, foster and kin homes. Bootie covers are also available (stored in Reception at Head Office).

2. All employees and students must wear adequate and appropriate footwear for the circumstances.

Recommended (to prevent foot injury from punctures/cuts/abrasions, and slips and falls): Footwear with rubber soles thick enough to protect against a puncture; closed toed shoes; closed heel or heel strap; shoes with heels less than 3" high.

Prohibited: Bare or stocking feet; slippers; thin rubber soled beach footwear, e.g., rubber flip flops, unless the employee is at a pool, gym change or locker room, or beach.