



Foot Protection, Personal Protective Equipment and Uniform Policy

24 June 2013

The following operating units: Maintenance, Steam Plant and Grounds personnel are required to wear appropriate footwear encompassing the entire foot as required by OSHA 1910.136. Foot protection (safety shoes) must comply with ASTM F2412-2005/F2413-2005 as amended.

The University will reimburse employees up to the total sum of \$150.00 towards the purchase of either a single pair or multiple pairs of safety shoes. Reimbursement is per twelve (12) month period, and appropriate proof of purchase including ASTM F2412-2005/F2413-2005 certification tag(s) must be submitted for the reimbursement. Custodial employees, if required by the University, will be reimbursed for safety shoes.

All employees are required to wear appropriate Personal Protective Equipment (PPE) per OSHA 1910.132 (eye, ear and hand protection) which is provided by the University.

All employees are required to wear Facility Management issued uniforms. Upon completion of probation, each employee receives a \$250 uniform allowance. As items wear out, they may be presented to management for approval of replacement.

Employees shall arrive for work in a neat, clean uniform. Anyone not wearing appropriate foot protection, PPE or Villanova uniforms may be sent home without pay for that day or until they return with proper equipment or uniform.