



General

- The employer or supervisor shall assess the workplace to determine if hazards are present that would dictate the need for safety footwear.
- Appropriate footwear effective in preventing or limiting injury shall be worn where employees are exposed to conditions that may cause foot injuries.
- Some examples of specific hazards that would require the use of safety footwear are environments where employees are exposed to falling or rolling objects, objects that can pierce the sole, the presence of electrical hazards, and where slippery conditions may exist.

Requirements

- Assessment of workplace hazards should be documented by completing a job hazard analysis (JHA). A JHA template can be found in [OSU Safety Policy \(SAF 202\) – Personal Protective Equipment](#) and at the EH&S [Occupational/Employee Safety](#) page.
- Specific types of safety footwear should be selected for the hazards to be encountered and should meet the specifications in the most current ANSI or ASTM third party certification. The manufacturer or distributor can provide this information.

Payment for Safety Footwear

- When safety footwear is required to be worn during work, safety footwear shall be provided by the employer at no cost to employees (up to the current OSU reimbursement rate).
- Safety footwear will be maintained or replaced by the employer when damaged by ordinary wear and tear.
- A job hazard analysis (JHA) may need to be submitted by the employee and their supervisor to justify the purchase of certain types of safety footwear. EH&S can review the JHA if requested.

[Safety Shoe Request and Authorization Form \(pdf\)](#)

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