

Substantial footwear is a shoe or boot with an upper made entirely of firm leather or firm man-made leather, and a reinforced toe box (**this is not a steel or composite toe**). It may contain some areas of Cordura nylon for ventilation. Shoes must cover at least the entire front, top, sides, and back of the foot and have a sole at least ¼” thick. The soles and heels must be made of a material that will not create a slipping hazard. Shoes/boots not in adequate condition to provide the required protection may not be worn.

The following shoes/boots are **not** considered substantial footwear:

Traditional tennis shoes or other athletic shoes, shoes with canvas tops, open toed sandals, clogs, slippers, dress shoes, dress boots, rain boots, etc.

