



## **Workman's Compensation Insurance and Non-Work Related Injuries**

The following policies are designed to reduce and prevent injuries from non-work related activities and from improper footwear, and to notify staff that injuries from non-work related activities are not covered by workman's compensation insurance.

1. Proper footwear is required at all times while on Michindoh grounds, including off work hours for seasonal staff. Proper footwear is defined as footwear that securely attaches to the foot to the shoe and sole. Proper foot attire will always have a heel strap, a toe strap, and be secured to the foot to the extent that the foot cannot slip inside the shoe while the sole is gripping the ground, floor, or surface. Flip-flops and Crocs are not proper foot attire and may only be worn in the shower or on the beach (but not to and from these areas). Closed-toed shoes are required for any type of manual labor or work where the foot could sustain injury. Departments may have additional requirements for footwear for safety and OSHA compliance.
2. Injuries that occur during non-work related activities will not be covered by workman's compensation insurance. Gathering to play sports or participating in other forms of recreation or activities afterhours are not work related activities, even when the activities take place on Michindoh grounds and/or a supervisor participates in the activity. These activities are work related only: when they are a mandatory part of training and/or designated by an administrator as a work-sponsored event that takes place on-the-clock. Non-work related activities are voluntary and participation is at each person's own risk.
3. Safety is a priority at Michindoh for all and safe-thinking is expected. Dangerous or reckless actions at any time are grounds for immediate release or disciplinary action. All unsafe conditions or behavior must be reported to a supervisor immediately.

I acknowledge that I have read and understand the above policies.

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Signature

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Date