



## HEALTH ASSOCIATES beyond expectations

### OSHA

The Occupational Safety and Health Act of 1970 (OSH Act) was passed to prevent workers from being killed or seriously harmed at work. This law created the Occupational Safety and Health Administration (OSHA), which sets and enforces protective workplace safety and health standards. OSHA also provides information, training, and assistance to employers and workers. Under the OSHA Act, employers have the responsibility to provide a safe workplace.

### RIGHTS AND RESPONSIBILITIES

#### Employers must:

- Follow all relevant OSHA safety and health standards.
- Find and correct safety and health hazards.
- Inform employees about chemical hazards through training, labels, alarms, color-coded systems, chemical information sheets and other methods.
- As of January 1, 2015, notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation or loss of an eye (1-800-321-OSHA [6742]); [www.osha.gov/report\\_online](http://www.osha.gov/report_online)).
- Provide required personal protective equipment at no cost to workers.\*
- Keep accurate records of work-related injuries and illnesses.
- Post OSHA citations, injury and illness summary data, and the OSHA Job Safety and Health - It's The Law poster in the workplace where workers will see them.
- Not retaliate against any worker for using their rights under the law.

#### Employees have the right to:

- Working conditions that do not pose a risk of serious harm.
- Receive information and training (in a language workers can understand) about chemical and other hazards, methods to prevent harm, and OSHA standards that apply to their workplace.
- Review records of work-related injuries and illnesses.
- Get copies of test results done to find and measure hazards in the workplace.
- File a complaint asking OSHA to inspect their workplace if they believe there is a serious hazard or that their employer is not following OSHA rules. When requested, OSHA will keep all identities confidential.
- Use their rights under the law without retaliation. If an employee is fired, demoted, transferred or retaliated against in any way for using their rights under the law, they can file a complaint with OSHA. This complaint must be filed within 30 days of the alleged retaliation

#### More Information About OSHA

<https://www.osha.gov/sites/default/files/publications/3439at-a-glance.pdf>

<https://youtu.be/ssLQ7sLnIJ8>

I have reviewed and understand the material provided

Name: \_\_\_\_\_

Date: \_\_\_\_\_