



# 5-minute safety talk

## Employee Rights and Responsibilities Under OSHA

The Occupational Safety and Health Administration (OSHA) wants you to go home whole and healthy every day. OSHA helps protect you by setting and enforcing workplace safety and health standards and by providing safety and health information, training, and assistance to employees and employers.

### Employee rights

You have the right to a safe and healthful workplace. As an employee, OSHA gives you the right to:

- 1. Get training from your employer as required by OSHA standards on:**
  - Chemicals you are exposed to during your work and how to protect yourself from harm.
  - Hazardous chemicals in your work area.
  - Health and safety hazards and standards such as lockout-tagout, bloodborne pathogens, confined spaces, and construction hazards.
- 2. Request information from your employer about OSHA standards, worker injuries and illnesses, job hazards, and workers' rights:**
  - Safety and health hazards and chemicals in your workplace, tests your employer has done to measure workplace hazards, precautions you should take, and procedures to follow if you are involved in an incident or are exposed to toxic substances.
  - Copies of appropriate OSHA standards, rules, regulations, and requirements.
  - The Log and Summary of Occupational Injuries and Illnesses.
  - Relevant exposure and medical records.
- 3. Request action from your employer to correct hazards or violations, even if they are not violations of specific OSHA standards.**
- 4. File a complaint with OSHA if you believe there are violations of OSHA standards or serious workplace hazards, and request that OSHA:**
  - Existence, location, and availability of your medical and exposure records when you begin employment and at least annually after that.
  - Monitoring or measuring of workplace hazards and the resulting records.
- 5. Be involved in OSHA's inspection of your workplace:**
  - Conduct an inspection.
  - Keep your name confidential.
- 6. Get the results of an OSHA inspection and request a review if OSHA decides not to issue a citation.**
- 7. Be involved in any meetings or hearings to discuss objections your employer has to OSHA's citations or to changes in hazard correction deadlines.**
- 8. File a formal appeal of deadlines that OSHA sets for your employer to correct a violation.**
- 9. File a discrimination complaint if you are punished or discriminated against for exercising your safety and health rights.**
- 10. Contact the National Institute for Occupational Safety and Health (NIOSH) to request a health hazard evaluation if you are concerned about possible workplace health hazards.**
- 11. Provide comments and testimony to OSHA during rulemaking on new standards.**

For more information about your OSHA rights, see [osha.gov/as/opa/worker/rights.html](http://osha.gov/as/opa/worker/rights.html).

### Employee responsibilities

OSHA does not cite employees for violations of their responsibilities, but you are expected to comply with all applicable occupational safety and health standards and all rules, regulations, and orders issued under OSHA. You should:

- Read the OSHA poster at your workplace.
- Comply with all applicable OSHA standards.
- Follow all lawful employer safety and health rules and regulations, and wear or use prescribed protective equipment while working.
- Report hazardous conditions to your supervisor.
- Report any job-related injury or illness to your employer and seek treatment promptly.
- Exercise your rights under OSHA in a responsible manner.

For more information about your OSHA responsibilities, see [osha.gov/as/opa/worker/responsible.html](http://osha.gov/as/opa/worker/responsible.html).

Visit [nsc.org/members](http://nsc.org/members) for more safety tips

