

# Your OSHA Rights: In a Nutshell

As a worker, you have important rights to protect your health and safety on the job. The Occupational Safety and Health Administration (OSHA) helps ensure that workers are protected from unsafe working conditions.

Here's a quick guide to understanding your key rights in the workplace:



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## Right to a Safe and Healthy Workplace

You have the right to work in an environment that does not cause harm, injury, or illness. OSHA requires employers to provide a workplace free from recognized hazards that could seriously hurt workers or make them sick.

## Right to Information

You have the right to request and receive information from your employer about:

- Chemicals used in your workplace
- Records of workplace injuries and illnesses
- Your personal medical records
- Tests your employer has done to measure chemical, noise, and radiation levels

## Right to Know About Chemical Hazards

Your employer must ensure that you are fully informed about any chemical hazards in your work area before you are exposed. This includes:

- Access to Safety Data Sheets (SDS) for hazardous chemicals
- Proper labels on all hazardous chemicals
- Training on the health effects of chemicals you work with and how to protect yourself

## Right to Health and Safety Training

Employers are required to provide training on workplace hazards and safe work practices. Training should be provided in a language and vocabulary workers can understand.

Examples include:

- How to safely handle chemicals
- Heat illness prevention
- Lockout/tagout procedures for machinery
- Emergency procedures and evacuation plans
- Proper use of personal protective equipment (PPE)

## Right Not to Be Retaliated Against

You have the right to raise health and safety concerns without fear of punishment or retaliation.

Employers cannot retaliate against workers for:

- Reporting unsafe conditions

- Filing an OSHA complaint
- Participating in an OSHA inspection
- Reporting a workplace injury or illness
- Organizing with co-workers around health and safety concerns

Retaliation may include:

- Being fired
- Having your hours reduced
- Being transferred or demoted
- Being denied promotions or raises
- Threats, intimidation, or harassment

### **Right to File an OSHA Complaint**

If you believe your workplace is unsafe, you have the right to file a complaint with OSHA. Complaints can be filed by phone, online, or in writing.

Written signed complaints are more likely to result in an on-site OSHA inspection.

- Call OSHA: 1-800-321-OSHA (6742)
- Complaints can be confidential if requested

### **Right to an OSHA Inspection**

You have the right to request an OSHA inspection if you believe there is a serious hazard in your workplace.

Workers also have the right to:

- Speak privately with OSHA inspectors
- Participate in inspections
- Point out hazards during inspections
- Receive information about inspection results

### **Right to Organize for Safer Workplaces**

Workers who act together to improve workplace safety may also have additional protections under labor law.

When workers organize collectively, they can build power to:

- Raise concerns together
- Push for safer conditions
- Prevent retaliation
- Improve workplace policies and protections

### **For More Information**

- Find and contact your local COSH group at: [www.nationalcosh.org](http://www.nationalcosh.org)
- Speak with your union representative (if you are a union member)
- Contact OSHA: 1-800-321-OSHA (6742)