

Basic workplace rights and responsibilities

Employers:

- Are required to have an effective workplace safety and health program in writing, that includes procedures to allow employees' access to the written program.
- Must identify and evaluate workplace hazards and correct unsafe or unhealthy working conditions in a timely manner.
- Are required to provide effective training and instruction on the hazards and safework practices specific to each worker's job assignment, in the language the worker understands.

Workers:

- Should actively participate in the safety and health training provided by their employer.
- Should notify their employer about hazards they find in their workplace.
- Have the right to file a complaint about a workplace hazard with Cal/OSHA, and it is illegal for your employer to punish you for doing so.



Protecting and improving the safety and health of working men and women in California



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Photos by Robert Gumpert

Understand Your Workplace Safety & Health Rights

For more information about your health and safety rights, go to [Cal/OSHA's home page](#) by scanning the QR below.



Workers who have questions about safety and health hazards can call the Cal/OSHA call center at (833) 579-0927.

Protecting and improving workers' safety and health

Cal/OSHA enforces workplace safety and health standards

Cal/OSHA is the state agency that enforces workplace safety and health standards.

Cal/OSHA investigates workplace accidents and worker complaints of unsafe or unhealthy working conditions.

You are protected by labor laws if you work in California. If you contact a California state agency to report a workplace problem, it will never ask about your immigration status. It is also against the law for your employer to threaten you because of your immigration status. To file by phone, call your local Cal/OSHA



Employers must have a program to prevent injuries and illnesses

Employers are required to keep workers safe. To help prevent injuries on the job, your employer must:

- Have a written Injury and Illness Prevention Program and provide you access to it.
- Make sure the workplace is safe by identifying safety and health hazards and correcting them.
- Tell you about workplace hazards and train you how to work safely. The training must be provided to you in a language you understand.
- Call Cal/OSHA right away when there is a death or serious injury or illness in the workplace.
- Keep track of all workplace injuries and illnesses that require more treatment than first aid.
- Post the Cal/OSHA poster "Safety and Health Protection on the Job" in a place where everyone can see it.

File a workplace safety complaint

You have the right to file a confidential complaint with Cal/OSHA about a workplace hazard or unsafe condition.

You can file a complaint online or by calling the Cal/OSHA district office serving the location of your job:

- To file online, scan the QR code below, or visit Cal/OSHA's website homepage (www.dir.ca.gov/dosh) and click "File a workplace safety complaint."



- Enforcement district office (www.dir.ca.gov/dosh/DistrictOffices.htm).

It is also illegal for your employer to threaten, discharge, demote, or suspend you for reporting hazards, filing a complaint with Cal/OSHA, or otherwise exercising your rights to a safe and healthy workplace. If your employer discriminates or retaliates against you for exercising these rights, you have the right to file a complaint with the California Labor Commissioner.

View a list of the Labor Commissioner's offices and contact the office nearest your workplace by going to the Labor Commissioner's home page at www.dir.ca.gov/dlse, and link to "Contact Us." By phone, call 1-833-LCO-INFO (833) 526-4636.