

## 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 safe work 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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## Cal/OSHA



*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 (833) 579-0927 to speak with a Cal/OSHA representative during normal business hours.

# 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.



## 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](http://www.dir.ca.gov/dosh)) and click “File a workplace safety complaint.”



- To file by phone, call your local Cal/OSHA Enforcement district office ([www.dir.ca.gov/dosh/DistrictOffices.htm](http://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](http://www.dir.ca.gov/dlse), and link to “Contact Us.” By phone, call 1-833-LCO-INFO (833) 526-4636.