



Safe & Healthy Work (OSHA) — Workplace Safety and Hazards

Who Is Covered / Scope

The **Occupational Safety and Health Act (OSHA)** guarantees most employees a safe workplace.

- Federal OSHA covers private-sector workplaces.
- **State OSHA Plans** may cover public sector workers, including many public schools. (22 states cover public + private; 7 cover public only.)

Core Rights

1. **Safe Workplace** — Free from recognized serious hazards.
2. **Information & Training** — Right to know about workplace hazards and receive training in understandable language.
3. **Access to Records** — Medical records, exposure data, injury logs.
4. **File a Complaint** — Right to request an OSHA inspection.
5. **No Retaliation** — Employers cannot punish you for raising safety concerns or filing complaints.

Things to Watch Out For / Caveats

- If you're in a public school, OSHA coverage depends on your state.
- Minor hazards may not trigger federal action; focus is on serious hazards.
- Some industries have specific OSHA standards (e.g., chemicals, bloodborne pathogens).



Steps You Can Take

- Report hazards to your supervisor in writing.
- Document unsafe conditions (photos, dates).
- File a confidential complaint with OSHA or your state plan.
- If retaliated against, file a whistleblower complaint.

Resources / Where to Get Help

- OSHA Worker Rights: [osha.gov/workers](https://www.osha.gov/workers)
- State Plans Directory: [osha.gov/stateplans](https://www.osha.gov/stateplans)
- File a Complaint: [osha.gov/workers/file-complaint](https://www.osha.gov/workers/file-complaint)

FAQ

Q: Can I be fired for calling OSHA?

A: No. Retaliation is prohibited. If it happens, file a whistleblower complaint.

Q: Do I have to give my name when filing a complaint?

A: No, you can remain anonymous.