



Whistleblower Protections — Speaking Up Safely

Who Is Covered / Scope

OSHA enforces **20+ federal whistleblower laws** across areas like safety, finance, environment, and consumer protections. Coverage depends on the specific law.

Core Rights

1. Protection from **retaliation** (firing, demotion, harassment) if you report a violation or participate in an investigation.
2. Covered activities include:
 - Reporting unsafe working conditions.
 - Reporting wage theft or fraud.
 - Refusing to break the law.
 - Participating in investigations/hearings.
3. Right to file a complaint with OSHA if retaliation occurs.

Things to Watch Out For / Caveats

- **Short deadlines:** many whistleblower complaints must be filed within **30–90 days**.
- Retaliation can be subtle (e.g., schedule changes, negative evaluations). Document everything.
- Whistleblower protections vary by statute — check which one applies.

Steps You Can Take



- Keep records of what you reported and when.
- Document any retaliation (emails, performance reviews, conversations).
- File a complaint promptly with OSHA.
- Consider contacting a whistleblower protection attorney or nonprofit support group.

Resources / Where to Get Help

- OSHA Whistleblower Protection Program: [osha.gov/whistleblower](https://www.osha.gov/whistleblower)
- Filing a Complaint: [osha.gov/whistleblower/complaint_page](https://www.osha.gov/whistleblower/complaint_page)

FAQ

Q: How fast do I have to act?

A: Some laws require filing within **30 days** of retaliation. Don't wait — file quickly.

Q: Does whistleblower protection mean I can't be fired at all?

A: No. You can still be fired for legitimate reasons, but not for reporting or refusing illegal practices.