TOOLBOX TALK

OSHA WHISTLEBLOWER RIGHTS

OSH Act of 1970 [Section 11(c)]

As an employee at _____, each of you is entitled to a safe work environment. We have plans, procedures and processes in place to protect you from risks.
However, if you feel that your working conditions are unsafe, you have the right to file a Safety and Health Complaint.

How to File a Safety & Health Complaint

Online: https://www.osha.gov/pls/osha7/eComplaintForm.html

Fax/Mail: You can pick up a form from _____ and fax or mail it to our local OSHA Regional or Area Office at _____ (fax)
_____(mail)

Telephone: The number for our local OSHA Regional or Area Office is _____ or if you have a life-threatening emergency or hazard, call 1-800-321-OSHA.

If you file a complaint, you are protected from retaliation under OSHA's Whistleblower Rights Standard. So, as your employer, we cannot take any negative action against you. Retaliation includes, but is not limited to:

- Firing
- Laying off
- Reducing pay or hours
- Denying overtime
- Demoting
- Blacklisting
- Denying promotion
- Disciplining
- Denying benefits
- Failing to hire or rehire
- Intimidating
- Harassing
- Making threats
- Failing to promote

If you think you have been retaliated against for filing a safety and health complaint, you can file a Whistleblower Complaint.

How to File a Whistleblower Complaint

Online: https://www.osha.gov/whistleblower/WBComplaint.html

Fax/Mail: You can pick up a form from _____ and fax or mail it to our local OSHA Regional or Area Office at _____ (fax)
_____(mail)

Telephone: The number for our local OSHA Regional or Area Office is _____ or if you have a life-threatening emergency or hazard, call 1-800-321-OSHA.

In addition to the right to file a complaint, you can also view our facility's OSHA injury and illness logs, any citations that OSHA has issued to us and any tests that have been done to measure workplace hazards. You can find this at:

We also have the OSHA "Job Safety and Health – It's The Law Poster" with more information about workplace safety in these locations for you to refer to:

Discussion Date: _____

Employee Participants:

_____
_____
_____