



# Job Safety & Health



Office of Environment, Health, Safety and Security

## It's the law!

### EMPLOYEES

#### And their Representatives have a right to:

- Participate in the worksite safety and health program, including inspections of the site;
- Anonymously request inspection of unsafe and unhealthful working conditions;
- Report unsafe or unhealthful working conditions;
- Decline to perform tasks they believe pose an imminent risk of death or serious physical harm;
- Stop work in imminently dangerous conditions; and
- Obtain reports of inspections and accident investigation results.



#### The Department of Energy and Contractors Are responsible for:

- Establishing a written Worker Safety and Health Program;
- Using qualified worker safety and health staff and inspecting the workplace at least annually;
- Involving workers and their elected representatives in developing a site safety and health program;
- Establishing procedures for workers to report without reprisal job-related hazards and for prompt response to such reports;
- Posting notices of unsafe and unhealthy conditions, and abating hazardous conditions promptly;
- Providing for regular communication with workers regarding workplace safety & health matters;
- Displaying this poster prominently in the workplace where it is accessible to all workers; and
- Conducting safety & health training for all employees.



#### All EMPLOYEES are responsible for:

- Complying with applicable safety and health standards, orders, directives, and procedures;
- Using personal protective equipment as assigned and in accordance with training; and
- Reporting hazardous conditions or hazardous actions by others.



Employees have a right to report and request inspections of unsafe or unhealthful conditions to the appropriate officials, Federal employees to the Occupational Safety and Health Administration, Contractor employees to the DOE Office of Enforcement (<http://energy.gov/iea/request-investigation-or-inspection-safety-or-classified-information-security-violations>).

DOE encourages employees to use local employee concerns processes before requesting an enforcement investigation.



**The Occupational Safety and Health Act of 1970, Executive Order 12196, 29 CFR 1960, and 10 CFR 851 requires DOE to furnish employees with a workplace free from job-related safety and health hazards.**

#### For More Information:

This Poster: <http://www.energy.gov/ehss/downloads/job-safety-and-health-poster-worker-rights>

Federal Employees Requirements: [www.directives.doe.gov/directives-documents/0440.1-BOrder-badmchg1](http://www.directives.doe.gov/directives-documents/0440.1-BOrder-badmchg1)

Contractor Employees Requirements: [www.gpo.gov/fdsys/granule/CFR-2012-title10-vol4/CFR-2012-title10-vol4-part851](http://www.gpo.gov/fdsys/granule/CFR-2012-title10-vol4/CFR-2012-title10-vol4-part851)

#### Additional Information on the local employees' concern process:

If unable to resolve your concern(s) locally, contact the Jefferson Lab's Employee Concerns program (ECP) <http://www.jsaep.ethicspoint.com> or use the employee concerns hotline 1-800-676-3267.

**Your Health and Safety Representative:** Contact your Division Liaison for more information (<http://www.jlab.org/accel/safetylb/>)