

# Answers for employee rights and responsibilities workbook

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**Do your employee safety and health rights allow you to view OSHA notices issued to your employer?** Employers must provide most protective equipment free of charge. Employers are responsible for knowing when protective equipment is needed. OSHA gives workers and their representatives the right to see information that employers collect on hazards in the workplace.

**What are your employee rights and responsibilities?** Employees have a right to: Not be harassed or discriminated against (treated less favorably) because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age (40 or older) or genetic information (including family medical history).

**What is an example of how employers can inform employees about rights and responsibilities under the Occupational safety and health Act?** Use color codes, posters, labels or signs to warn employees of potential hazards. Establish or update operating procedures and communicate them so that employees follow safety and health requirements. Employers must provide safety training in a language and vocabulary workers can understand.

**What rights and responsibilities do you have as an employee when it comes to safety?** You should actively participate in the training provided by your employer, learn how to recognize health and safety hazards, and inform your employer about any hazards you discover. Your employer must have a system to encourage reporting hazards without fear of retaliation and must correct hazards in a timely manner.

**How to respond to an OSHA citation?** Upon receiving the citation, display it near the violation site and decide whether to contest it. You have the option to request an informal conference to discuss the violations with an inspector, but regardless, you must respond within 15 working days.

**What are the three types of violations?** Three major types of workplace violations—routine, situational, & exceptional—will be covered in detail in this extensive blog. These classifications will offer a helpful framework for comprehending and dealing with the various forms of workplace misconduct.

**Can a job fire you for he say she say?** The unreliability and unfairness of the hearsay is heightened when the decision-maker fails to bring up any of the information as to alleged wrongful act to the terminated employee before making the termination decision. Employers are not prohibited from basing termination decisions on hearsay.

**What are some examples of rights responsibilities and duties?** I have the right to be alone with family and friends. 2. I have the responsibility to keep my home safe and clean. If I need help, I am responsible for letting others know.

**What are three of the rights you have as a worker?** The law says you are protected when you: Speak up about wages that are owed to you • Report an injury or a health and safety hazard • File a claim or complaint with a state agency • Join together with other workers to ask for changes.

**Can I refuse to work if I feel unsafe?** If the condition clearly presents a risk of death or serious physical harm, there is not sufficient time for OSHA to inspect, and, where possible, you have brought the condition to the attention of your employer, you may have a legal right to refuse to work in a situation in which you would be exposed to the hazard.

**What is employer conduct that violates employees rights?** Similarly, labor organizations may not restrain or coerce employees in the exercise of these rights. Examples of employer conduct that violates the law: Threatening employees with loss of jobs or benefits if they join or vote for a union or engage in protected concerted activity.

**What are examples of employer conduct that interferes with the rights of employees?** It is unlawful for an employer to interfere with, restrain, or coerce employees in the exercise of their rights. For example, employers may not respond to a union organizing drive by threatening, interrogating, or spying on pro-union employees, or by promising benefits if they forget about the union.

**How do employee rights related to employer responsibilities?** The rights and duties of an employee and an employer go hand in hand. Employers set the stage by communicating job expectations, company rules and employee rights to safe and respectful working conditions. Employees must do their part by working hard, following the rules and showing others courtesy.

**What responsibilities does your employer have?** Answer: Employers have the responsibility to provide a safe workplace. Employers **MUST** provide their employees with a workplace that does not have serious hazards and follow all OSHA safety and health standards. Employers must find and correct safety and health problems.

**Which of these employee rights might affect you?** Final answer: The employee rights that might affect your daily work activities are the Right to training, Right to promote safety, and Right to non-retaliation. These rights ensure that employees are trained, work in safe conditions, and are protected when they exercise their rights.

**Do you have to answer OSHA questions?** You may decline to be photographed, videotaped or recorded. If you decide to voluntarily speak with the OSHA inspector, you must answer his or her questions truthfully. To speak truthfully, you must first understand the question.

**What violation is most commonly cited by OSHA?**

**What are three rights and responsibilities employees have under OSHA?** Know Your Rights You have the right to speak up about hazards without fear of retaliation. You also have the right to: Receive workplace safety and health training in a language you understand. Work on machines that are safe.

**What is the most common violation of ethics in the workplace?** Workplace harassment is the most common form of ethical issue that is prevalent in many workplaces all around the globe. However, people often relate workplace

harassment to sexual harassment which is not the case.

**What are the worst rule violations classified by OSHA as?** Willful or Repeated Willful violations are the most serious. The violation occurs when the employer knows there's a risk to employees and does nothing to resolve it.

**What is a serious violation of OSHA?** SERIOUS: A serious violation exists when the workplace hazard could cause an accident or illness that would most likely result in death or serious physical harm, unless the employer did not know or could not have known of the violation.

**How to professionally defend yourself?**

**How to defend yourself against HR?**

**Can HR fire you without proof?** At-Will Employment and False Accusations The law does not require an at-will employer to provide a valid reason for termination, nor does it require employers to investigate claims made against you on the job. This seems inherently unfair to most people, but it is the current state of the law.

**Who can see the OSHA log?** OSHA's regulation at 29 CFR 1904.35(b)(2) provides that employees, former employees, their personal representatives, and authorized employee representatives have the right to access the current OSHA 300 Log, as well as any stored OSHA 300 Log(s) for any establishment in which the employee or former employee has worked.

**Are OSHA complaints confidential?** To discuss a health and safety issue at work, contact OSHA toll-free at 1-800-321-6742 (OSHA) or by email, or contact your nearest OSHA office. Your information will be kept confidential.

**Are OSHA violations public knowledge?** OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. Data for a given inspection will display if data exists for the inspection and the inspection is indicated as being closed.

**What rights does the employer have regarding an OSHA inspection?** Employers have the right to require compliance officers to obtain an inspection warrant before entering the worksite. During the walkaround, compliance officers may point out

some apparent violations that can be corrected immediately.

**Are OSHA logs confidential?** According to OSHA Regulation CFR 29 1904.29(b)(10), when voluntarily disclosing OSHA 300 Logs or OSHA 301 Forms to persons other than government representatives, employees, former employees or authorized representatives, the employee's name must be removed or hidden along with any other personally identifying ...

**How many employees are required for OSHA log?** Recordkeeping Requirements Many employers with more than 10 employees are required to keep a record of serious work-related injuries and illnesses. (Certain low-risk industries are exempted.)

**Can I record an OSHA inspection?** Video/Audio Recording. CSHOs shall inform participants that a video camera and/or an audio recorder can be used to provide a visual and/or audio record, and that the video and audio records can be used in the same manner as handwritten notes and photographs in OSHA inspections.

**Can you get fired for complaining to OSHA?** OSHA administers more than twenty whistleblower protection laws, including Section 11(c) of the Occupational Safety and Health (OSH) Act, which prohibits retaliation against employees who complain about unsafe or unhealthful conditions or exercise other rights under the Act.

**What happens if I call OSHA on my employer?** Cal/OSHA can conduct an unannounced onsite inspection, or an investigation by letter. Cal/OSHA will decide how to respond based on the information in the complaint, including the description of the hazards. Generally, Cal/OSHA conducts onsite inspections for complaints of serious and imminent hazards.

**Does OSHA reveal your name?** Workers who complain have the right to have their names withheld from their employers, and OSHA will not reveal this information.

**Is no air conditioning an OSHA violation?** OSHA Rules for Air Conditioning in the Workplace The Occupational Safety and Health Administration (OSHA) has no official rules or limits on temperature regulation in the workplace.

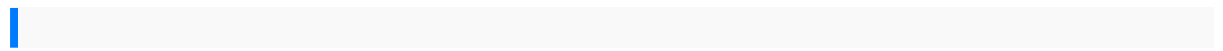
**What violations are most cited by OSHA?**

**Can OSHA question employees?** OSHA Rights The compliance officer has the right to interview the employee in private, if the employee consents, and has a right to have truthful responses to their questions.

**What is a willful violation OSHA?** WILLFUL: A willful violation is defined as a violation in which the employer either knowingly failed to comply with a legal requirement (purposeful disregard) or acted with plain indifference to employee safety.

**What are the OSHA walkaround rights?** The walkaround rule gives employers and employees the right to authorize a representative to accompany OSHA inspectors during workplace inspections. The walkaround rule has been in place for decades under federal law (29 U.S.C. § 657(e)) and federal regulations (29 C.F.R. § 1903.8).

**Can OSHA shut down a company?** OSHA officials can order work to stop if they find a severe risk on-site, but contrary to popular belief, they don't have the authority to shut down a business entirely. Only a court order can do that.



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