# Job Safety and Health



## It's the law!

### EMPLOYEES:

#### Must have access to:

- DOE safety and health publications;
- The worker safety and health program for their location;
- This safety and health poster;
- Copies of their medical records and records of their exposures to toxic and harmful substances or conditions; and
- Results of inspections and accident investigations.

#### Must be able to:

- Express concerns related to worker safety and health;
- Decline to perform an assigned task because of a belief that the task poses an imminent risk of death or serious physical harm;
- Stop work in imminently dangerous conditions; and
- Anonymously request an investigation.

### EMPLOYERS must:

- Establish a written Worker Safety and Health Program;
- Use qualified worker safety and health staff;
- Provide mechanisms to involve workers and their elected representatives in developing the safety and health program;
- Establish procedures for workers to report without reprisal job-related hazards and for prompt response to such reports;
- Provide for regular communication with workers about workplace safety and health matters; and
- Display this poster in the workplace where it is accessible to all workers.

### This poster is available at:

www.energy.gov/ehss/downloads/job-safety-and-health-poster.

### 10 CFR 851, *Worker Safety and Health Program,* is available at:

www.energy.gov/ehss/worker-safety-and-health-program-10-cfr-851doe-o-4401b.

### How to Request an Investigation:

Employees have the right to request, anonymously if desired, the Office of Enterprise Assessment's Office of Enforcement to conduct an investigation of potential regulatory violations. Employees can make the request at: www.energy.gov/ea/request-investigation-or-inspection-safety-or-classified-information-security-violations.

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

**For more information, contact:**

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