

WORKERS HAVE RIGHTS UNDER SOX!



U.S. Department of Labor



Occupational Safety
and Health Administration

The law says that employers cannot retaliate against employees of publicly traded companies for exercising their rights under the *Sarbanes-Oxley Act*. For example, workers have a lawful right to:

- Report to, or assist in an investigation by, an employer or a federal enforcement agency about conduct that the employee reasonably believes:
 - violates Securities and Exchange Commission regulations,
 - is mail, wire, bank or securities fraud, or
 - is fraud against shareholders

If an employer has retaliated against you, *act quickly!* Workers must file a retaliation complaint with OSHA **within 180 days after the alleged adverse action occurred or you became aware of it.**

www.whistleblowers.gov • 1-800-321-OSHA (6742) • TTY 1-877-889-5627