

Encourage Workers to Participate in the Program

When you set up a safety and health program, your workers can be your most valuable asset.

- Workers often know the most about workplace hazards.
- Workers may be able to recommend simple, effective solutions.

When workers are consulted, they will feel valued and involved. But you might need to encourage them to offer their ideas. You can take several steps to create an environment where workers are comfortable speaking up and contributing their ideas:

1. Include worker participation in your safety and health policy (Worksheet 1WP_1a).
2. Inform workers of their rights under the OSH Act of 1970 (Worksheet 1WP_1b).
3. Give workers opportunities to participate in the program (Worksheet 1WP_1c).
4. Give workers the time and resources they need to participate (Worksheet 1WP_1d).

To-Do

- Inform workers of their rights and protections under the OSH Act of 1970.

Inform workers of their rights under the OSH Act of 1970

The Occupational Safety and Health Act of 1970 gives workers certain rights when it comes to participation in workplace safety and health. These include:

- The right to access information that employers collect on workplace hazards.
- The right to attend required OSHA trainings during normal working hours.
- The right to know about chemical hazards in the workplace.
- The right to file a complaint with OSHA or request an OSHA inspection.
- The right to participate in an OSHA workplace inspection and ask the inspector questions.

As you develop your program, make sure workers know about these rights. This will help ease concerns about participating.

Under the OSH Act, an employer may not fire, demote, intimidate, threaten, transfer, or punish workers in any way for using OSHA rights.

How and when will you inform workers of their rights under the OSH Act of 1970?

