

# WORKERS HAVE RIGHTS!



**OSHA**<sup>®</sup>  
Occupational Safety  
and Health Administration

The law says that employers cannot retaliate against workers for exercising their rights to a safe and healthful workplace under the *Occupational Safety and Health Act*. For example, workers have a lawful right to:

- Notify a supervisor or employer about a hazardous condition
- Report a workplace injury or illness
- Refuse to perform an extremely dangerous task where there is insufficient time to contact OSHA and the employee has requested and been unable to obtain abatement of the hazard
- Ask OSHA to inspect a workplace

If an employer has retaliated against you, *act quickly!* Workers must file a retaliation complaint with OSHA **within 30 days after the alleged adverse action occurred or you became aware of it.**

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# SHAQAALUHU WAXAY LEEYIHIIN XAQUUQ!



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Sharciigu waxa uu sheegayaa in loo-shaqeeyayaashu aanay ka aargudan karin shaqaalaha kuwaas oo adeegsanaaya xuquuqdooda amaanka iyo caafimaadka goobta shaqada sida uu tilmaamayo Xeerka Amaanka iyo Caafimaadka Shaqada. Tusaale ahaan, shaqaaluhu waxay sharci ahaan xaq u leeyihiin:

- Inay ogeysiyaan kormeeraha ama loo-shaqeeyaha xaaladaha halista ah
- Inay soo gudbiyaan dhaawacyada ama xanuunada goobta shaqada ka dhasha
- Inay iska diidaan inay qabtaan hawlaha aad halista u ah marka aysan jirin waqti kufilan oo shaqaaluhu kula xiriiro OSHA uuna hore u codsaday wax ka difaaca qataraha uu sana helin markaa
- Inay ka codsadaan OSHA inay kormeerto goobta shaqada

Hadii uu loo-shaqeeyahaagu kaa aargutay, si dhaqsa ah uga falceli!  
Shaqaaluhu waa inay u gudbiyaan cabashada aargudashada OSHA **mudo 30 maalmood dugahooda kadib marka falka uu dhaco ama aad ka war heshay falkaas.**

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