

# OSHA Compliance and Beyond

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# Agenda



What is OSHA compliance?



Areas of compliance and concerns



Next steps

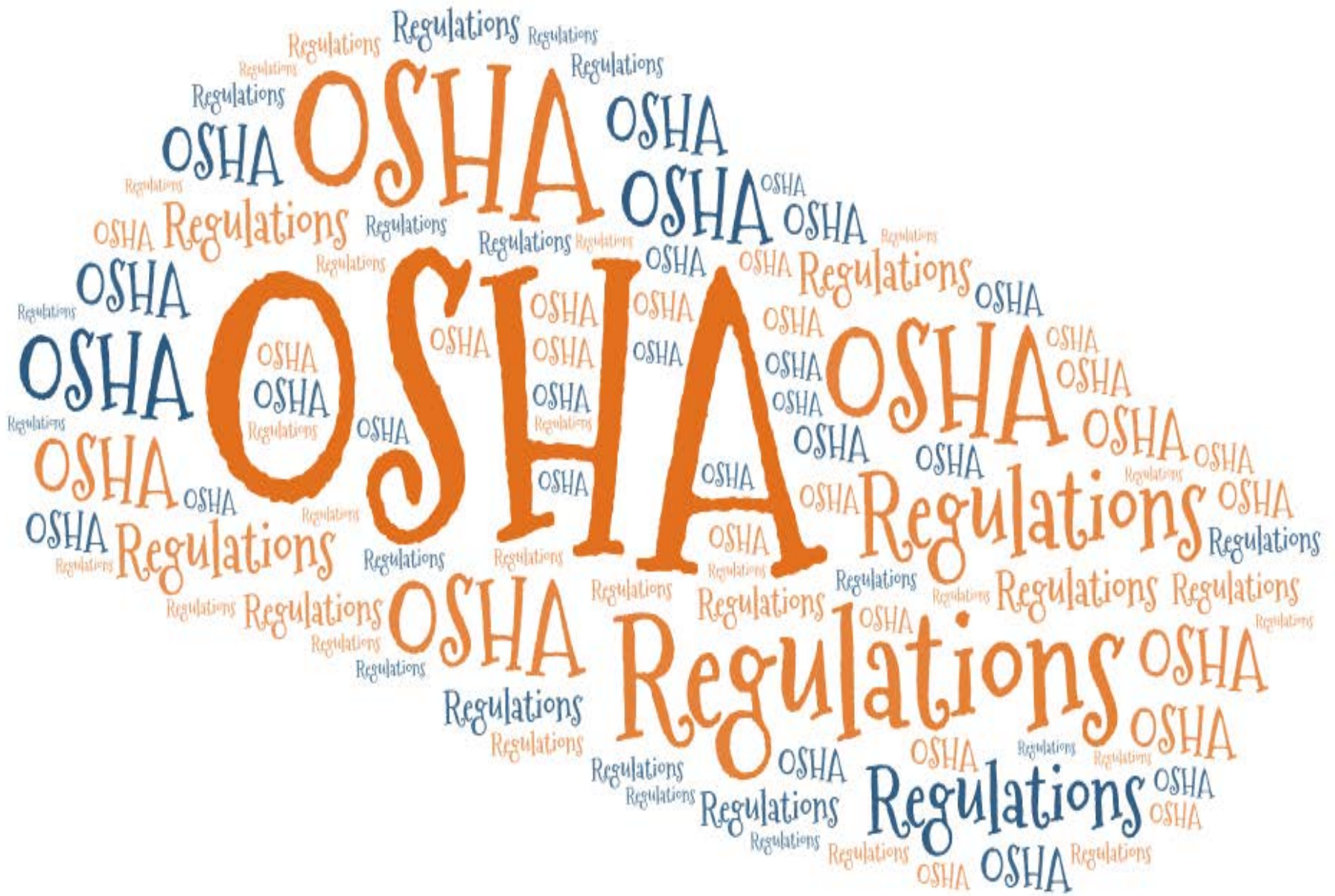
# What is compliance?

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OSHA



Regulations

**DANGER**

**OSHA  
VIOLATORS  
AT WORK**

Violations



Fines

REQUIREMENTS

LAWS

RULES

COMPLIANCE

POLICIES

STANDARDS

REGULATIONS

OSHA compliance





# Job Safety and Health IT'S THE LAW!

## All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

*This poster is available free from OSHA.*

**Contact OSHA. We can help.**

## Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

OSHA 3092 (1-11-10)

# What does OSHA require?



Workers rights

# Common compliance

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UNITED STATES  
DEPARTMENT OF LABOR

CONTACT US FAQ A TO Z INDEX ENGLISH ESPAÑOL

OSHA STANDARDS TOPICS HELP AND RESOURCES

SEARCH OSHA


Help for Employers / Compliance Assistance Quick Start

## Compliance Assistance Quick Start

Are you ready to learn more about how to prevent workplace injuries and illnesses and comply with the Occupational Safety and Health Act, but aren't sure where to start? By following this step-by-step guide, you can identify many of the major OSHA requirements and guidance materials that may apply to your workplace. Small and new businesses may find Quick Start helpful as an introduction to the compliance assistance resources on OSHA's website.


**This Quick Start feature is not comprehensive** - there may be additional OSHA standards and guidance materials that also apply to your business. If you are in a state with an OSHA-approved state program, you are subject to state occupational safety and health regulations that may have more stringent or supplemental requirements. These state programs also provide compliance assistance services. Please contact your state program for additional information. In addition, you can request a free, confidential on-site consultation from the OSHA On-site Consultation Program.

Please read this **DISCLAIMER** before proceeding



### General Industry

This module applies to workplaces that are subject to OSHA's general industry standards, including manufacturing, wholesale, and retail establishments. OSHA's general industry standards also may apply to any industry to the extent that they supplement specific standards for an industry.



### Construction Industry

This module applies to employers and workers engaged in construction work, which OSHA defines as construction, alteration, and/or repair, including painting and decorating (29 CFR 1910.12(b)).

# Areas of compliance

osha.gov/complianceassistance/quickstarts



OSHA requirements that  
apply to most GI  
employers



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Additional compliance requirements

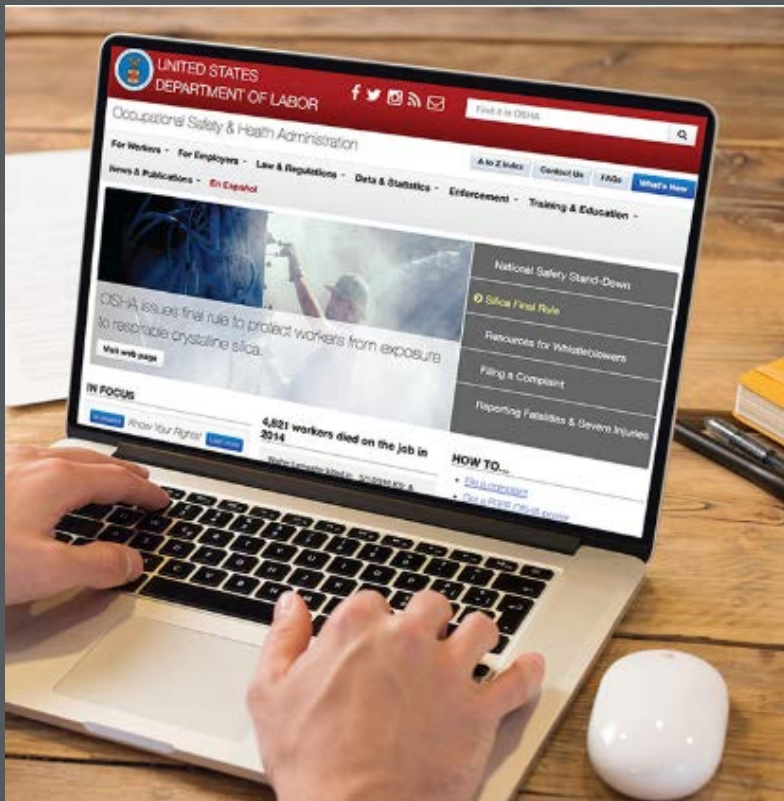


OSHA requirements that  
apply to most  
construction



Additional compliance requirements





## Recordkeeping and reporting requirements



## Compliance Assistance Specialists

# Next steps

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How do we become compliant?



Core elements of workplace safety and health programs



Safety is our highest priority. We are uncompromising in our commitment to the health and safety of our employees.

## Value statement



Create a compliance  
culture



Compliance team





Hazard identification



Training



Behavioral change



Reporting violations



Make change stick



Accountability

# Take aways



What OSHA compliance looks like



Creating and keeping a compliant culture

# Thank You

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