EMPLOYEE SAFETY AND HEALTH PROTECTION

The Arizona Occupational Safety and Health Act (1972 (Act)) provides safety and health protection for employees in Arizona. The Act requires each employer to furnish to his employees a place of employment free from recognized hazards which are causing or are likely to cause death or serious physical harm. Employers are responsible for the safety and health of employees and are required to comply with the Act, its regulations, and orders of the Industrial Commission. The Arizona Department of Occupational Safety and Health (ADOSH) administers and enforces the requirements of the Act.

As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may ask ADOSH to keep your name confidential.

You have the right to request that ADOSH conduct an inspection if you believe there are unsafe or unhealthful conditions in your workplace. You or your representative may participate in the inspection.

If you believe you have been discriminated against for making safety and health complaints, or for exercising your rights under the Act, you have a right to file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from discrimination under the Federal Occupational Safety and Health Act and may file a complaint with the U.S. Secretary of Labor within 30 days of the discriminatory action.

You have the right to see any citations that have been issued to your employer.

You have the right to obtain copies of your medical records or records of your exposure to toxic and harmful substances or conditions.

You must notify your employer about workplace injuries or illnesses.

You have the right to bring a constructive discharge claim if your employer terminates your employment without just cause.

Each employee is entitled to a written statement of the essential job functions of the position.

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You have the right to notify your employer if your employment is terminated without just cause.

You have the right to bring a constructive discharge claim if your employer terminates your employment without just cause.

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