EMPLOYEE SAFETY AND HEALTH PROTECTION

The Arizona Occupational Safety and Health Act of 1972 (Act), provides safety and health protections for employees in Arizona. The Act requires employers and employees to share responsibilities for ensuring that their workplace is free from recognized hazards that might cause serious injury or death. This Act further requires that employers take necessary steps to protect their employees’ health and safety. No employer may knowingly expose an employee to any known or recognized hazard that may cause serious injury, illness, or death.

As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may file a complaint with ADOSH in writing.

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 must file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from discrimination under the Federal Civil Rights Act.

You have the right to 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 must post this notice in your workplace.

The Industrial Commission and ADOSH will not cover employee handouts, forms, handbooks, or other materials that may be required to be distributed to employees.

It is unlawful to discriminate against employees who request or use earned paid sick time; (2) assisting any person in doing so; (3) retaliating against or harassing employees for reporting a violation of this Ordinance.

Workers may be protected from discrimination on the basis of race, color, religion, sex, age (40+), national origin, disability, or results of genetic testing.

Covered employees pay: (1) asserting any claim or right under the Act; (2) assisting any person in doing so; or (3) opposing any practice prohibited by this Ordinance.

Workers are prohibited from discriminating against employees who request or use earned paid sick time; (2) assisting any person in doing so; or (3) retaliating against or harassing employees for requesting or using earned paid sick time.

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Workers are prohibited from giving or receiving anything of value in return for not engaging in activities prohibited by this Ordinance.

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