



Employer Responsibilities under OSHA:

Employers have the responsibility to provide a safe workplace. **Employers MUST provide their employees with a workplace that does not have serious hazards and follow all relevant OSHA safety and health standards.** Employers must find and correct safety and health problems. OSHA further requires employers to try to eliminate or reduce hazards first by making changes in working conditions rather than just relying on masks, gloves, ear plugs or other types of personal protective equipment (PPE). Switching to safer chemicals, enclosing processes to trap harmful fumes, or using ventilation systems to clean the air are examples of effective ways to get rid of or minimize risks.

Employers MUST also:

Inform employees about hazards through training, labels, alarms, color-coded systems, chemical information sheets and other methods.

Keep accurate records of work-related injuries and illnesses.

Perform tests in the workplace, such as air sampling required by some OSHA standards.

Provide hearing exams or other medical tests required by OSHA standards.

Post OSHA citations, injury and illness data, and the OSHA poster in the workplace where workers will see them.

Notify OSHA within 8 hours of a workplace incident in which there is a death or when three or more workers go to a hospital.

Not discriminate or retaliate against a worker for using their rights under the law.

