



# Summary of the Occupational Safety and Health Act of 1970

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## Employee Rights under the OSHA Act

The OSHA Act gives employees the following rights: Employees have a right to receive clear training in understandable terms on the possible hazards, applicable [OSHA laws](#), and ways to avoid accidents. They should also obtain and review documents on job-related injuries and

illnesses at the site. The law also allows them to ask OSHA to inspect the workplace confidentially and, if they desire, take part in the scrutiny.

Besides, the law provides that workers should not face discrimination for making complaints or inquiries to OSHA. Workers also have a right to view the results of any tests conducted on hazards such as air, chemical, and mechanical dangers. It also investigates personal injury cases.

### **Employer Obligations**

Employers should [provide a safe workplace](#) that is free of any hazards. If such hazards exist, the employer should eliminate or minimize their impact. Where hazards are part of the daily operations, the employer should provide enough safeguards and protective gear for its workers without charging them. [Robert J. DeBry & Associates](#) can help employees get compensation for work-related accidents.

In addition, if there are new hazards, the employer should provide training to address the new risk. If an employer fails to address workplace hazards, employees have a right to report the matter to OSHA for action. They can do this in confidence, and OSHA will act without exposing their identities. A personal injury lawyer can help sue if a personal injury has occurred in the workplace, especially if they are in violation of the law.