

You and your designated representative have the right to access the employer's IIPP. Any employee has the right to refuse to perform work that would violate an occupational safety or health standard or order where such violation would be a real and apparent hazard to the employee or other employees. Employees may also refuse work that would violate an occupational safety or health standard or order. You may not be fired or punished in any way for filing a complaint about unsafe or unhealthy working conditions, or for otherwise exercising your right to a safe and healthful workplace. If you feel that you have been fired or punished for exercising your rights, you may file a complaint about this type of discrimination with the nearest office of the California Department of Industrial Relations, the Division of Labor Standards Enforcement (Labor Commissioner's Office) or the San Francisco office of the U.S. Department of Labor, Occupational Safety and Health Administration. (Employees of state or local government agencies may only file these complaints with the California Labor Commissioner's Office.)

EMPLOYEES ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your coworkers safe, you should tell your employer about any hazard that could result in an injury or illness to an employee. While working, you must always obey state workplace safety and health laws.

The same hazardous condition. Base penalty amounts, penalty adjustment factors, and minimum fines for violations of the California Occupational Safety and Health Regulations are listed in 336 (www.dir.ca.gov/OSHA/336.htm). In addition, a willful violation that causes death or permanent impairment of the body of any employee can result, upon conviction, in a fine of up to \$250,000 or imprisonment up to three years, or both, and if the employer is a corporation or limited liability company, the fine may go up to \$1.5 million.

The law provides that employers may appeal citations within 15 working days of receipt to the Occupational Safety and Health Appeals Board.

An employer who receives a citation, Order to Take Special Action, or Special Order must stop it or a copy of the citation must be enclosed with the employer's notice of contest, or when the place of the violation is unsafe or condition for three working days, until the unsafe condition is corrected, whichever is longer, to warn employees of danger that may exist there. Any employee may protest the time allowed for correction of the violation to the Division of Occupational Safety and Health or the Occupational Safety and Health Appeals Board.

HELP IS AVAILABLE:

To learn more about workplace safety rules, you may contact Cal/OSHA (Consultation Services for free information, required forms, and publications. You can also contact a local district office of Cal/OSHA. If prefer, you may retain a competent private consultant, or ask your workers' compensation insurance carrier for guidance in obtaining information.

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA)		
HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 – Telephone (510) 286-7000		
District Offices		
American Canyon	3419 Broadway St., Ste. H8, American Canyon 94503	(707) 649-3700
Bakersfield	7718 Meany Ave., Bakersfield 93308	(661) 588-6040
Foster City	1065 East Hillside Bl., Ste. 110, Foster City 94404	(650) 573-3812
Fremont	39141 Civic Center Dr., Ste. 310, Fremont 94538	(510) 794-2521
Fresno	2550 Mariposa St., Rm. 4000, Fresno 93721	(559) 445-5302
Long Beach	1500 Hughes Way, Suite C-201, Long Beach 90810	(424) 450-2630
Los Angeles	320 West Fourth St., Rm. 820, Los Angeles 90013	(213) 576-7451
Modesto	4206 Technology Dr., Ste. 3, Modesto 95356	(209) 245-7310
Monrovia	800 Royal Oaks Dr., Ste. 105, Monrovia 91016	(626) 529-0369
Oakland	1515 Clay St., Ste. 1393, Box 414, Oakland 94612	(510) 622-2916
Redding	381 Hemsted Dr., Redding 96002	(530) 224-4743
Sacramento	1750 Howe Ave., Ste. 430, Sacramento 95825	(916) 263-2800

San Diego	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2280
San Francisco	405 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 555-0100
Santa Ana	2 MacArthur Place, Ste. 720, Santa Ana 92707	(714) 558-4451
Van Nuys	6150 Van Nuys Blvd., Ste. 405, Van Nuys 91401	(818) 901-5403
Regional Offices		
San Francisco	455 Golden Gate Ave., Rm 9516, San Francisco 94102	(415) 557-0300
Sacramento	1750 Howe Ave., Ste. 440, Sacramento 95825	(916) 263-2803
Santa Ana	2 MacArthur Place, Ste. 720, Santa Ana 92707	(714) 558-4300
Monrovia	800 Royal Oaks Dr., Ste. 105, Monrovia 91016	(626) 471-9122
Cal/OSHA Consultation Services		
Field / Area Offices		
- Fresno / Central Valley	2550 Mariposa Mall, Rm. 2005, Fresno 93721	(559) 445-6800
- La Palma / Los Angeles / Orange County	1 Centerpointe Dr., Ste. 150, La Palma 90623	(714) 562-5525
- Oakland / Bay Area	1515 Clay St., Ste. 1103, Oakland 94612	(510) 622-2891
- Sacramento / Northern Cal	1750 Howe Ave., Ste. 490, Sacramento 95825	(916) 263-0704
- San Bernardino	464 West Fourth St., Ste. 339, San Bernardino 92401	(909) 383-4567
- San Diego / Imperial County	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2280

Consentation Region Office - Fresno	2500 Mariposa Mall, Rm. 5014, Fresno 93721	(559) 445-6800
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Enforcement of Cal/OSHA workplace safety and health standards is carried out by the Division of Occupational Safety and Health, under the California Department of Industrial Relations, which has primary responsibility for administering the Cal/OSHA program. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan may do so by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that continued approval is merited.

REV. 11/2023

Transgender Rights	Civil Rights Department
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THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM DISCRIMINATION, HARASSMENT, AND RETALIATION AT WORK. THESE PROTECTIONS ARE ENFORCED BY THE CIVIL RIGHTS DEPARTMENT (CRD).

5. Does an employee have the right to be addressed by the name and pronouns that correspond to their gender identity or gender expression, even if different from their legal name and gender?

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