WHAT AN EMPLOYER MUST DO:  
All employers must provide work and workplaces that are safe and healthful. In other words, an employer must provide the workplace, equipment, and the conditions of employment necessary for the health and safety of employees. Failure to do so could result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster so everyone on the job can be aware of its provisions. 
You must have a written and effective injury and illness prevention program for your employees to follow.
You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.
You must correct any hazardous condition that you know may result in serious injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration. 
You may notify the nearest Cal/OSHA office of any serious injury or fatality occurring on the job. Be sure to do this immediately after calling for emergency help to assist the injured employee. Failure to report a serious injury or fatality within 8 hours can result in a minimum civil penalty of $5,000.

WHAT AN EMPLOYER MUST NEVER DO:  
Never permit an employee to be exposed to harmful substances without providing adequate protection.
Never allow an untrained employee to perform hazardous work.

EMPLOYEES HAVE CERTAIN RIGHTS IN WORKPLACE SAFETY & HEALTH:  
As an employee, you (or someone acting for you) have the right to file a complaint and request an inspection of your workplace if conditions there are unsafe or unhealthful. This is done by contacting the local district office of the Division of Occupational Safety and Health (see list of offices). Your name is not revealed by Cal/OSHA, unless you request otherwise.
You also have the right to bring unsafe or unhealthful conditions to the attention of the Cal/OSHA investigator making an inspection of your workplace. Upon request, Cal/OSHA will withhold the names of employees who submit or make statements to the investigator.
Any employee has the right to refuse to perform work that would violate a Cal/OSHA or any occupational safety or health standard or order where such violation would create a real and apparent hazard to the employee or other employees. You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or for any other right given to you by Cal/OSHA law. If you feel you have been fired or punished for any of these rights, you may file a complaint about this type of discrimination by contacting the nearest office of the Department of Industrial Relations, Division of Labor Standards Enforcement (Stop, n labor Standards Enforcement, 1100 N. Spring Street, Los Angeles, 90012.), or 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 State Labor Commissioner.) Consult your local telephone directory for the office nearest you.

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 people on the job.
While working, you must always obey state job safety and health laws.

HELP IS AVAILABLE:  
To learn more about job safety rules, you may contact the Cal/Osha Consultation Service for free information, required forms and publications. You can also contact a local office of the Division of Occupational Safety and Health. If you prefer, you may retain a competent private consultant, or ask your workers’ compensation insurance carrier for guidance in obtaining information.

Call the Free Worker Information Line - 1-866-924-9757