



safety focus

Whistleblower Protection

The Oregon Safe Employment Act (OSEAct) gives all Oregon employees the right to a safe and healthy workplace: “The purpose of the Oregon Safe Employment Act is to assure as far as possible safe and healthful working conditions for every working man and woman in Oregon, to preserve our human resources and to reduce the substantial burden, in terms of lost production, wage loss, medical expenses, disability compensation payments and human suffering, that is created by occupational injury and disease.”

<http://www.leg.state.or.us/ors/654.html>

Sometimes employees may feel that their concerns are not being addressed in a timely manner or they may feel ignored. There may also be times where employees don't feel comfortable talking to their manager. OHSU employees are highly encouraged to use the safety resources available at OHSU to solve any problems they may have. The SafetyTeam, Safety Committee and EHRS are great resources to help bridge the gap between employees and managers and can expertly handle safety concerns. If you are a union member, you may also report safety concerns to your respective union steward. However, all employees may also report unsafe conditions to Oregon OSHA, as is their right given in the OSEAct.

Employees are protected from being discriminated against when they report safety concerns. Such discrimination may include the following actions:

- Assigning to undesirable shifts
- Blacklisting
- Damaging financial credit
- Denying overtime or promotion
- Disallowing benefits
- Disciplining
- Firing or laying off
- Intimidating
- Reassigning work
- Reducing pay or hours

If you have a safety concern, please first tell your manager. You may also bring concerns to EHRS by calling 503-494-7795. EHRS can work with you to maintain your privacy, and provide direct expert assistance to management.

To find out more about Oregon OSHA's health and safety rules and the other services they provide, you can reference their website:

<http://www.orosha.org/>

This information is a service of the OHSU Safety Committee (503 494-7795).
(03/07)

