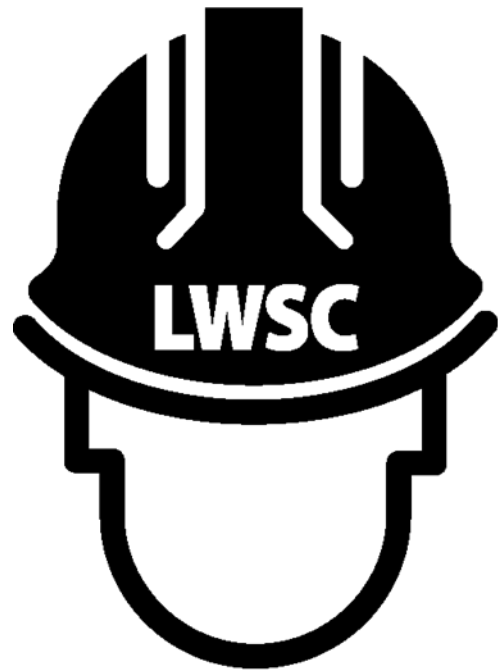


Training Workers in a Language They Understand



**LWSC**

**LATINO WORKER SAFETY CENTER**

*MULTILINGUAL SAFETY TRAINING*

**888.595.5972**

Dan Ramir, CHST, Executive Director Latino Worker Safety Center

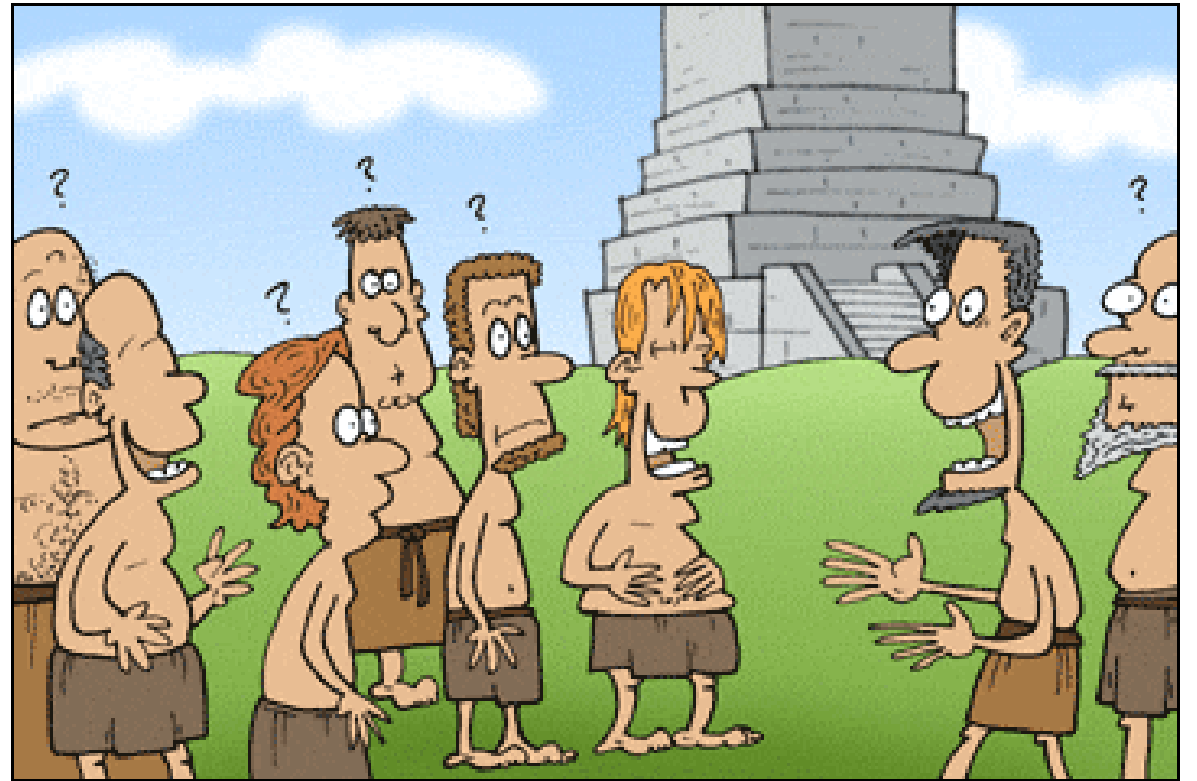
# Topics:

- Legal Requirements
- OSHA Requirements
- Training Solutions
- Training Resources
- Latino Culture





REVERENDFUN.COM COPYRIGHT BIBLE GATEWAY



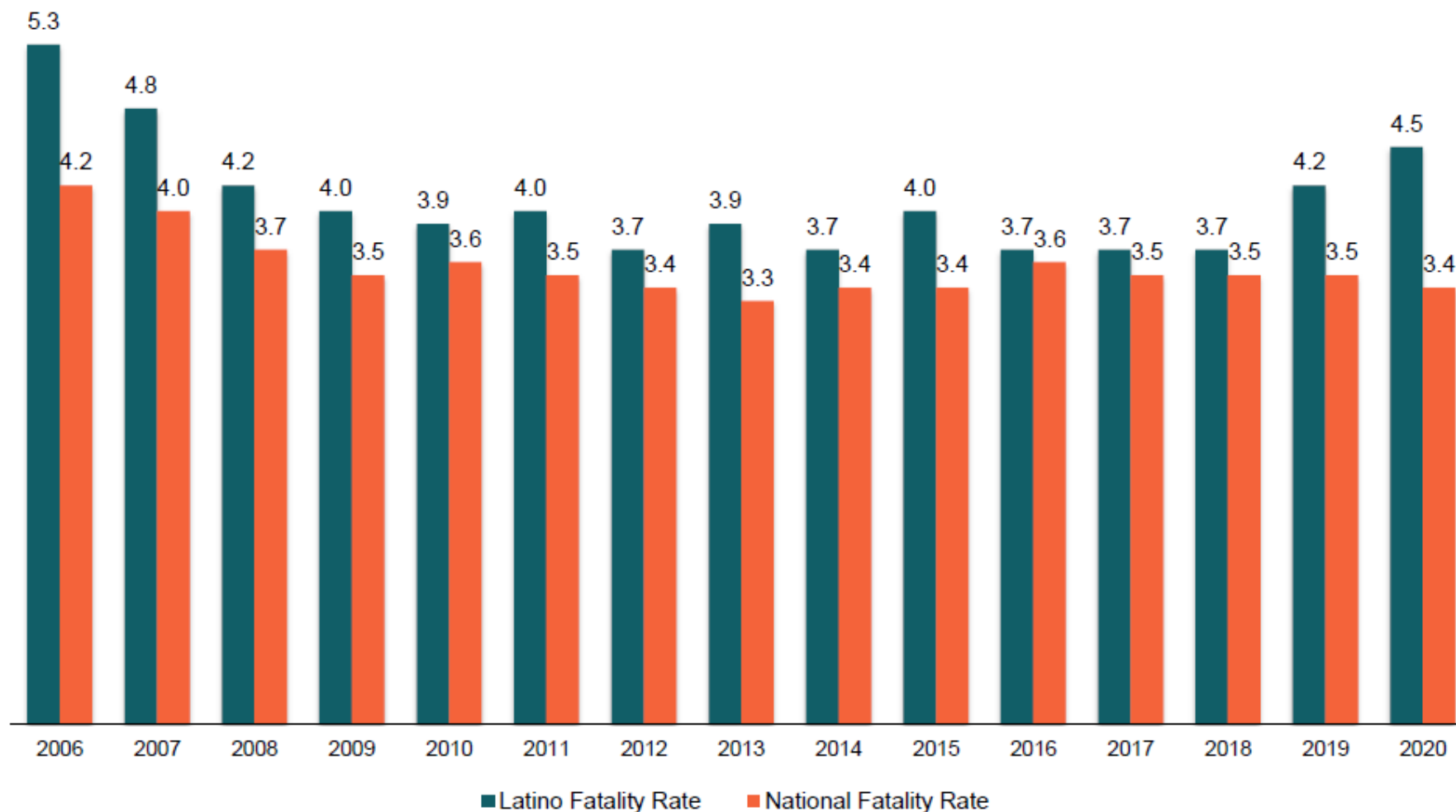
(See Genesis 11:1-9)

11-27-2006

NATURALLY, ONLY A PERCENTAGE OF THE  
POST-BABEL CROWD GOT HIS JOKE ABOUT  
"BABELLING ON"

M.C. Escher, 1928, Tower of Babel

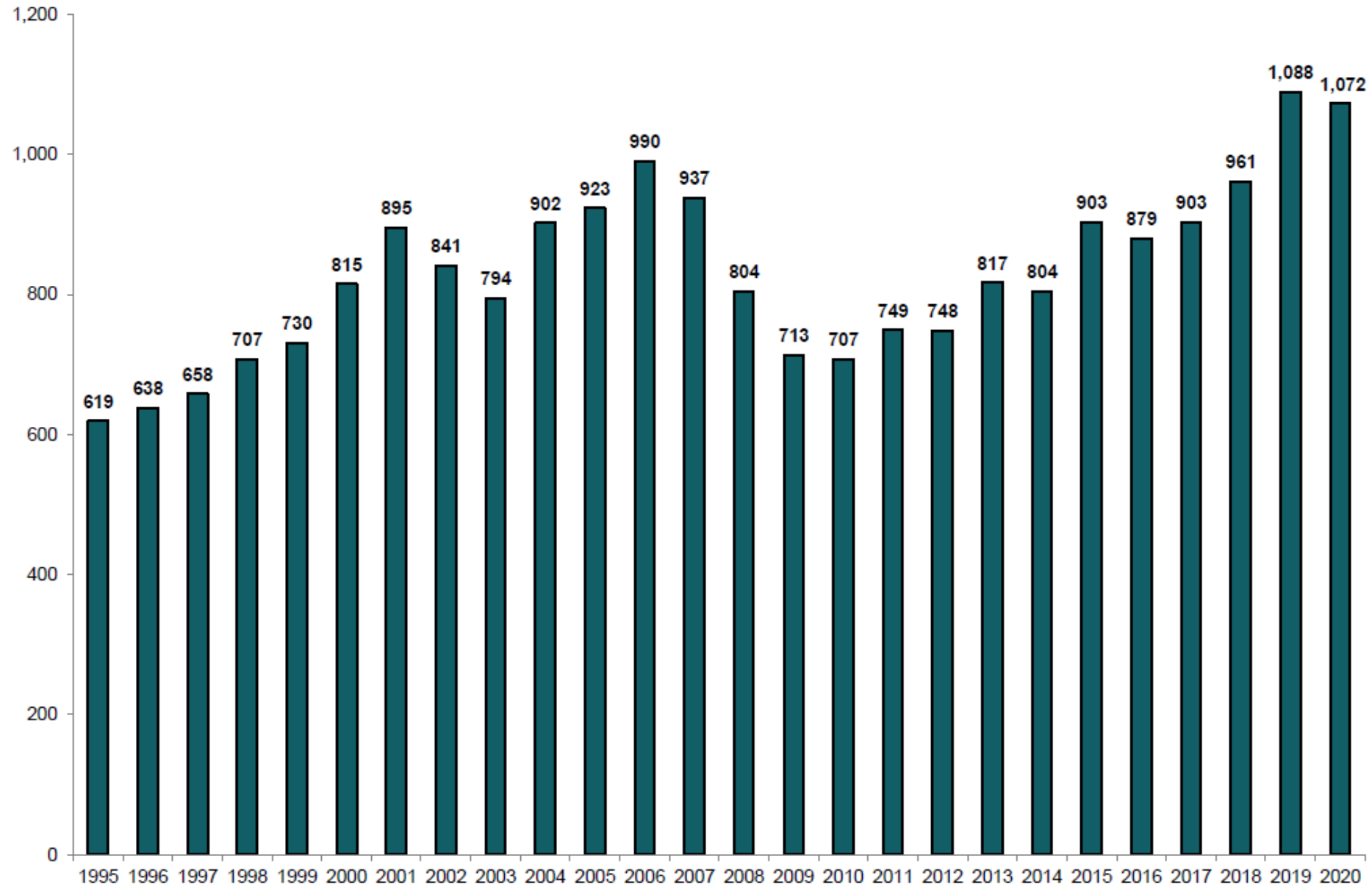
## Rate of Fatal Occupational Injuries to Hispanic and Latino Workers, 2006–2020<sup>1</sup> (Hours-Based Rates)



Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries.

<sup>1</sup>Incidence rate represents the number of fatalities per 100,000 workers. In 2008, CFOI switched to an hours-based calculation from an employment-based calculation it used from 1992 to 2007. Fatality rate is an hours-based calculation using total hours worked figures that are annual average estimates of total persons at work multiplied by average hours for civilians, 16 years of age and older, from the Current Population Survey. Fatality rates for 2006 and 2007 were calculated by CFOI using both employment-based and hours-based calculations during the transition to hours-based rates beginning exclusively in 2008.

## Number of Fatal Occupational Injuries to Hispanic and Latino Workers, 1995–2020



Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries.

## DEFINITIONS:

**SPANISH** – “Citizen of Spain” or the “Language” of Spain and much of Central and South America

**LATIN AMERICAN** – Citizens living in Latin America. There are 33 Latin American Countries.

**HISPANIC** – U.S. Citizen or Resident “from Latin America or Spain whose native language is Spanish”.

**LATINO** – U.S. Citizen or Resident “of Latin American descent”.

**LATINX** (plural Latinxs) – Gender neutral term often used in lieu of Latino or Latina

**LATINE** – used to describe all people/genders

# **OSHA Language Requirements**

**Is there an OSHA requirement that obligates employers to ensure that their employees can communicate with supervisors and co-workers in English at construction sites so that they can understand safety training and instructions and coordinate safely with co-workers?**

**...there are no OSHA construction standards that specifically require that such information be conveyed and understood in English ....**

# EEOC (Equal Employment Opportunity Commission)

**The EEOC has stated that rules requiring employees to speak only English in the workplace violate the law unless the employer can show that they are justified by business necessity.**



# OSHA Requirements on training workers in a language they understand



Hazard Communication -  
Paragraph 29 CFR  
1910.1200(h) requires  
employers to provide  
employees with information  
and training on hazardous  
chemicals in their work area.

If the employees that are  
required to receive this  
information and training do  
not comprehend verbal  
English, the employer must  
inform and train these  
employees in a language  
which is comprehensible in  
order to satisfy the  
requirements of 29 CFR  
1910.1200(h).



# Hazard Communication Labels



**Question: Must an employer provide materials, pursuant to the Hazard Communication Standard, in a language other than English?**

**Thus, the employer may add information on the labels in a language other than English, but there is no requirement that they do so.**

# Job Safety and Health

## It's the law!

**OSHA**<sup>®</sup>  
Occupational Safety  
and Health Administration  
U.S. Department of Labor

### EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the *OSH Act*.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the *OSH Act* that apply to your own actions and conduct on the job.

### EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the *OSH Act*.

This free poster available from OSHA –  
*The Best Resource for Safety and Health*



Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA (6742)

[www.osha.gov](http://www.osha.gov)

OSHA 3105-02 2/12/18



U.S. Department of Labor  
Assistant Secretary for  
Occupational Safety and Health  
Washington, D.C. 20210



April 28, 2010

**MEMORANDUM FOR:**

REGIONAL ADMINISTRATORS

**FROM:**

DAVID MICHAELS, PhD, MPH  
Assistant Secretary

**SUBJECT:**

OSHA Training Standards Policy Statement

The purposes of this memorandum are to reiterate OSHA's policy that employee training required by OSHA standards must be presented in a manner that employees can understand, and to provide enforcement guidance to the area and regional offices relative to the Agency's training standards. This position applies to all of the agency's agriculture, construction, general industry, and maritime training requirements.

**Employer's Training Obligation**

Many OSHA standards require that employees receive training so that work will be performed in a safe and healthful manner. Some of these standards require "training" or "instruction," others require "adequate" or "effective" training or instruction, and still others require training "in a manner" or "in language" that is understandable to employees. It is the Agency's position that, regardless of the precise regulatory language, the terms "train" and "instruct," as well as other synonyms, mean to present information in a manner that employees receiving it are capable of understanding. This follows from both the purpose of the standards -- providing employees with information that will allow work to be performed in a safe and healthful manner that complies with OSHA requirements -- and the basic definition that implies the information is presented in a manner the recipient is capable of understanding.

OSHA has a long and consistent history of interpreting its standards and other requirements to require employers to present information in a manner that their employees can understand. See, e.g., CPL 2-238(D)(1998) ("[i]f the employees receive job instructions in a language other than English, then training





U.S. Department of Labor



# Job Safety and Health IT'S THE LAW!

## All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

*This poster is available free from OSHA.*

**Contact OSHA. We can help.**

## Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.





## Seguridad y Salud en el Trabajo ¡ES LA LEY!

### Todos los trabajadores tienen el derecho a:

- Un lugar de trabajo seguro.
- Decir algo a su empleador o la OSHA sobre preocupaciones de seguridad o salud, o reportar una lesión o enfermedad en el trabajo, sin sufrir represalias.
- Recibir información y entrenamiento sobre los peligros del trabajo, incluyendo sustancias tóxicas en su sitio de trabajo.
- Pedirle a la OSHA inspeccionar su lugar de trabajo si usted cree que hay condiciones peligrosas o insalubres. Su información es confidencial. Algún representante suyo puede comunicarse con OSHA a su nombre.
- Participar (o su representante puede participar) en la inspección de OSHA y hablar en privado con el inspector.
- Presentar una queja con la OSHA dentro de 30 días (por teléfono, por internet, o por correo) si usted ha sufrido represalias por ejercer sus derechos.
- Ver cualquier citación de la OSHA emitidas a su empleador.
- Pedir copias de sus registros médicos, pruebas que miden los peligros en el trabajo, y registros de lesiones y enfermedades relacionadas con el trabajo.

*Este cartel está disponible de la OSHA para gratis.*

**Llame OSHA. Podemos ayudar.**

### Los empleadores deben:

- Proveer a los trabajadores un lugar de trabajo libre de peligros reconocidos. Es ilegal discriminar contra un empleado quien ha ejercido sus derechos bajo la ley, incluyendo hablando sobre preocupaciones de seguridad o salud a usted o con la OSHA, o por reportar una lesión o enfermedad relacionada con el trabajo.
- Cumplir con todas las normas aplicables de la OSHA.
- Reportar a la OSHA todas las fatalidades relacionadas con el trabajo dentro de 8 horas, y todas hospitalizaciones, amputaciones y la pérdida de un ojo dentro de 24 horas.
- Proporcionar el entrenamiento requerido a todos los trabajadores en un idioma y vocabulario que pueden entender.
- Mostrar claramente este cartel en el lugar de trabajo.
- Mostrar las citaciones de la OSHA acerca del lugar de la violación alegada.

Los empleadores de tamaño pequeño y mediano pueden recibir ASISTENCIA GRATIS para identificar y corregir los peligros sin citación o multa, a través de los programas de consultación apoyados por la OSHA en cada estado.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

# SPANISH



## Bezpieczeństwo i higiena pracy TAKIE JEST PRAWO!

### Wszyscy pracownicy mają prawo do:

- Bezpiecznego miejsca pracy.
- Podzielenia się swoimi obawami dotyczącymi bezpieczeństwa lub zdrowia ze swoim pracodawcą lub przedstawicielem OSHA, bądź zgłoszenia urazu lub choroby spowodowanych pracą, bez konsekwencji w postaci działań odwetowych.
- Otrzymania informacji i szkolenia dotyczących zagrożeń związanych z pracą, w tym wszystkich niebezpiecznych substancji w miejscu pracy.
- Poproszenie OSHA o przeprowadzenie inspekcji Twojego miejsca pracy, jeżeli uważasz, że panują tam niebezpieczne lub szkodliwe warunki. OSHA zapewni, że Twoje imię i nazwisko są poufne. Masz prawo do tego, aby Twój przedstawiciel skontaktował się z OSHA w Twoim imieniu.
- Wzięcie udziału (lub wyznaczenia przedstawiciela do wzięcia udziału w Twoim imieniu) w inspekcji dokonanej przez OSHA i prywatnej rozmowy z Inspektorem.
- Zgłoszenia skargi w OSHA w ciągu 30 dni od zaistnienia zdarzenia (telefonicznie, przez internet lub pocztą), jeżeli jesteś przedmiotem działań odwetowych w wyniku korzystania ze swoich praw.
- Wglądu we wszystkie ostrzeżenia OSHA wystawione Twojemu pracodawcy.
- Poproszenie o kopie swoich dokumentów medycznych, testów mierzących zagrożenia w pracy oraz listę urazów i chorób powstałych w wyniku pracy.

*Ten plakat jest dostępny za darmo w OSHA.*

**Skontaktuj się z OSHA. Możemy Ci pomóc.**

### Pracodawcy zobowiązani są do:

- Zapewnienia pracownikom miejsca pracy, które wolne jest od rozpoznanych zagrożeń. Nielegalne są działania odwetowe skierowane przeciwko pracownikowi, który korzysta ze swoich praw, wliczając w to dzielenie się swoimi obawami dotyczącymi bezpieczeństwa lub zdrowia ze swoim pracodawcą lub przedstawicielem OSHA lub zgłoszenie urazu lub choroby spowodowanych pracą.
  - Dostosowania się do wszystkich obowiązujących standardów OSHA.
  - Zgłoszenia w OSHA wszystkich śmiertelnych wypadków związanych z pracą w ciągu 8 godzin oraz hospitalizacji, amputacji i utraty oka w ciągu 24 godzin od ich wystąpienia.
  - Zapewnienia wszystkim pracownikom wymaganych szkoleń w języku i z użyciem słownictwa dla nich zrozumiałych.
  - Wywieszenia tego plakatu w widocznym miejscu.
  - Wywieszenia oficjalnych ostrzeżeń OSHA w miejscu domniemanego wykroczenia lub w jego pobliżu.
- DARMOWA POMOC w rozpoznaniu i korekcie istniejących zagrożeń (bez wystawiania ostrzeżeń lub kar) jest dostępna dla małych i średnich pracodawców poprzez programy konsultacyjne OSHA w każdym stanie.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

# POLISH



## 工作安全与健康 这是法律规定！

### 所有工人有权：

- 获得安全的工作场所。
- 向其雇主或职业安全与健康管理局 ( OSHA ) 提出安全或健康方面的忧虑，或举报与工作相关的伤害或疾病，任何人不得对其实施报复。
- 接受有关工作危害方面的信息和培训，包括工作场所内的所有有害物质。
- 在认为工作场所存在有损安全或健康的情况时，申请OSHA对其开展检查。OSHA将对工人的姓名保密。工人有权拥有一名代表，代表其与OSHA进行联系。
- 参加（或由其代表参加）OSHA检查并与检查员进行私下交谈。
- 在因行使自身权利而遭到报复后的30天内（通过电话、网络或邮件）向OSHA提出举报。
- 查看由OSHA向其雇主发出的所有传票。
- 要求获取自身的医疗记录、测量工作场所危害的检验报告以及工作场所伤害和疾病记录的副本。

该海报可以从OSHA免费获取。

联系OSHA。  
我们可以提供帮助。



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

# CHINESE



## السلامة والصحة بالوظيفة إنه القانون!

### يحق لجميع العاملين:

- العمل في مكان آمن.
- مناقشة المخاوف المتعلقة بالسلامة والصحة مع صاحب عمله أو مع إدارة السلامة والصحة المهنية (OSHA) أو الإبلاغ عن إصابات أو أمراض متعلقة بالعمل، دون اتخاذ إجراءات انتقامية ضده.
- الحصول على معلومات وتدريب بشأن المخاطر الوظيفية، بما في ذلك جميع المواد الخطرة في مكان عمله.
- طلب إجراء تفتيش لمكان عمله تقوم به إدارة السلامة والصحة المهنية (OSHA) إذا كنت تعتقد أن هناك ظروف غير آمنة أو غير صحية. وسوف تحافظ إدارة السلامة والصحة المهنية (OSHA) على سرية اسمك. يحق لك تعيين ممثل للاتصال بإدارة السلامة والصحة المهنية (OSHA) بالنيابة عنك.
- المشاركة (أو طلب المشاركة من جانب ممثلك) في إجراء تفتيش تقوم به إدارة السلامة والصحة المهنية (OSHA) والتحدث على الفرد مع المفتش.
- تقديم شكوى إلى إدارة السلامة والصحة المهنية (OSHA) في غضون 30 يوماً (عن طريق الهاتف أو على الإنترنت أو عن طريق البريد) في حال اتخاذ إجراءات انتقامية ضده نظراً لاستخدامك حقوقك.
- الإبلاغ على أي استشهادات صادرة من إدارة السلامة والصحة المهنية (OSHA) إلى صاحب عمله.
- طلب نسخ من سجلاتك الطبية، والاختبارات التي تقيس المخاطر في مكان العمل، وسجل الإصابات والأمراض في مكان العمل.

هذا الملصق متاح مجاناً من إدارة السلامة والصحة المهنية (OSHA).

الاتصال بإدارة السلامة والصحة  
المهنية (OSHA). يمكننا المساعدة.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

# ARABIC





# 직업 안전 및 건강

법률로 규정된 의무입니다!

모든 근로자는 다음과 같은 권리가 있습니다.

- 안전한 직장.
- 보복 당하는 일 없이 여러분의 고용주 또는 OSHA(직업 안전 위생 관리국)에 안전 문제 또는 건강 문제를 제기하거나, 작업 관련 부상 또는 질병을 보고하십시오.
- 작업장의 모든 위험 물질을 비롯한 직무 관련 위험 요소에 대한 정보와 교육을 받으십시오.
- 안전하지 않거나 건강하지 못한 환경이 존재한다고 생각되면 귀하의 작업장에 대한 OSHA 결사를 요청하십시오. OSHA는 귀하의 이름을 비밀로 취급합니다. 귀하는 본인을 대신해서 대표자가 OSHA에 연락하도록 할 권리가 있습니다.
- OSHA 검사에 참여해서(또는 대표자가 참여하도록 해서) 비밀 보장 하에 검사관과 대화하십시오.
- 귀하가 귀하의 권리를 행사했다는 이유로 보복 당한 경우 30일 이내에 (전화, 온라인, 우편을 통해) OSHA에 진정서를 제출하십시오.
- 귀하의 고용주에게 발부된 OSHA 소환장이 있는지 확인하십시오.
- 귀하의 의료기록 사본, 직장 내 위험 요소 측정 시험 결과 사본, 작업장 부상 및 질병 기록 사본을 요청하십시오.

이 무료 포스터는 OSHA에서 구할 수 있습니다.

**OSHA에 연락하십시오. 저희는 도움을 드릴 수 있습니다.**

고용주는 다음과 같은 책임이 있습니다.

- 알려진 위험요소가 없는 직장을 종업원에게 제공해야 합니다. 종업원이 고용주 또는 OSHA에 건강 및 안전 관련 우려사항을 제기하거나 작업 관련 부상이나 질병을 신고하는 행위를 비롯하여 종업원이 법률에 의거하여 자신의 권리를 행사했다는 이유로 보복하는 것은 불법입니다.
- 모든 해당 OSHA 기준을 준수해야 합니다.
- 모든 작업 관련 사망을 8시간 내에 OSHA에 보고해야 하며, 모든 일일, 절단 사고, 실명 사고는 24시간 내에 보고해야 합니다.
- 직일들이 이해할 수 있는 언어와 어휘로 필요한 교육훈련을 제공해야 합니다.
- 작업장 내 눈에 잘 띄는 곳에 에 이 포스터를 게시해야 합니다.
- 고용주는 위반 혐의가 발생한 장소 또는 인근에 OSHA 소환장을 게시해야 합니다.

모든 주에서 중소기업 고용주는 OSHA가 지원하는 상담 프로그램을 통해 소환장이나 벌금 없이 위법요인 파악 및 교정에 관한 도움을 무료로 받을 수 있습니다.



1-800-321-OSHA (6742) • **권신하카기 (TTY) 1-877-889-5627** • [www.osha.gov](http://www.osha.gov)

# KOREAN



# काममा सुरक्षा र स्वास्थ्य यो कानून हो!

सबै कामदारहरूलाई नमिन कुराहरूको अधिकार छ:

- सुरक्षित कार्यस्थल ।
- बदलाको अधिकार नबनाकिन, आफ्नो रोजगारदाता वा OSHA सार्नु आफ्ना सुरक्षा तथा स्वास्थ्य सम्बन्धी मुद्दा उठाउन पाउने, वा कामसँग सम्बन्धित कुनैपनि चाटपटक वा रोग बारे रिपोर्ट गर्न पाउने ।
- तपाईंको कार्यस्थलमा रहेका जोखिमि तत्वहरू लगायत, काममा रहेका जोखिमिहरू सम्बन्धी सूचना र तालमि प्राप्त गर्ने ।
- यदि तपाईंलाई आफ्नो कार्यस्थलमा असुरक्षित र असुखम अवस्थाहरू रहेका छन् भन्ने लागेमा OSHA लाई त्यसको नरिक्षण गरदिने अनुरोध गर्ने । OSHA ले तपाईंको नाम सुरक्षित राख्नेछ । तपाईंलाई OSHA सँग सम्पर्क गर्नका लागि आफ्नो तर्फबाट एउटा प्रतिनिधि राख्ने अधिकार छ ।
- OSHA नरिक्षणमा सहभागी हुने (वा आफ्नो प्रतिनिधिलाई सहभागी गराउने) र नरिक्षणसँग गोप्य रूपमा कुरा गर्ने ।
- तपाईंले आफ्ना अधिकारहरू प्रयोग गरेकै कारण तपाईंसँग बदला लहिएको खण्डमा 30 दिन भित्र OSHA लाई उजुरी दावर गर्न पाउने (फोन, अनलाइन वा इमेलद्वारा) ।
- OSHA ले तपाईंको रोजगारदातालाई जारी गरेका उपस्थिति पत्रहरू हेर्न पाउने ।
- आफ्ना मेडिकल रेकर्डहरू, कार्यस्थलमा जोखिमिहरूको मापन गर्ने परीक्षणहरू, र कार्यस्थलमा घटकिका चाटपटक वा रोगका घटनाहरूको अभिलेखको प्रतिनिधिका लागि अनुरोध गर्न पाउने ।

यो पोस्टर OSHA मा नशुल्क रूपमा उपलब्ध छ।

**OSHA लाई सम्पर्क गर्नुहोस्। हामी मद्दत गर्न सक्छौं।**

रोजगारदाताहरूले नमिन कुराहरू गर्नुपर्छ:

- कर्मचारीहरूलाई ज्यात जोखिमिहरूबाट मुक्त कार्यस्थल उपलब्ध गराउनुपर्ने । कर्मचारीले रोजगारदाता वा OSHA सार्नु स्वास्थ्य तथा सुरक्षा सम्बन्धी मुद्दाहरू उठाउने, वा काम-सम्बन्धी चाटपटक वा रोगका घटनाहरू बारे रिपोर्ट गर्दा, साथै आफ्ना अधिकारहरू प्रयोग गर्दा उससँग बदला लिन कानून अनुसार वैर-कानूनी मानिन्छ ।
- सबै लागूयोग्य OSHA मानदण्डहरूको पालना गर्नुपर्ने ।
- OSHA लाई कामसँग सम्बन्धित सबै मृत्युका घटनाहरू बारे 8 घण्टा भित्र र सबै अंतरंग अस्पताल भर्नाहरू, अंगभंगहरू तथा आँखा गुमाएका घटनाहरू बारे 24 घण्टा भित्र जानकारी गराउनु पर्ने ।
- सबै कामदारहरूलाई उनीहरूले बुझ्ने भाषा तथा शब्दमा आवश्यक तालमि दिनुपर्ने ।
- यो पोस्टर कार्यस्थलमा प्रस्तुतका साथ देखाइनु गर्नुपर्ने ।
- OSHA का उपस्थिति पत्रहरू कथित उल्लंघनहरू नजिकको स्थानमा टाँस्नुपर्ने ।

हरेक राज्यमा OSHA-समर्थित परामर्श कार्यक्रमहरू मार्फत उपस्थिति पत्र वा जर्बाना बिना नै माना र कूवा आकारका रोजगारदाताहरूका लागि जोखिमिहरू पहिचान गर्ने र तमिहरूको समाधान गर्ने नशुल्क सहायता उपलब्ध छ।



1-800-321-OSHA (6742) • **TTY 1-877-889-5627** • [www.osha.gov](http://www.osha.gov)

# NEPALI



Kagawaran ng  
Pagawa ng  
Estados Unidos



Pangasiwaan para  
sa Kaligtasan at  
Kalusugan sa Trabaho

# Kaligtasan sa Trabaho at Kalusugan IYAN ANG BATAS!

## Lahat ng manggagawa ay may karapatang:

- Magtrabaho sa isang ligtas na lugar.
- Idulog sa tagapamahala ng inyong trabaho o sa OSHA ang anumang pagkabahala tungkol sa inyong kaligtasan o kalusugan, sakit o kapansanan na may kinalaman sa inyong gawain, nang walang pangambang kayo ay gantiin.
- Tumanggap ng impormasyon at nararapat na pagsasanay ukol sa mga panganib na kakaharapin sa inyong trabaho, at anumang mapanganib na bagay na nasa inyong lugar na pinagatrabahuhan.
- Humiling sa OSHA ng pagsusuri o inspeksyon sa inyong pagawaan kung sa tingin ninyo ay may mga kondisyon o bagay-bagay dito na hindi ligtas at nakakaapekto sa inyong kalusugan. Pananatilihin lihim ng OSHA ang inyong pangalan. May karapatan din kayong magpatulong sa isang kinatawan para makipag-ugnayan sa OSHA para sa inyo.
- Lumahok (o di kaya ay atasan ang inyong kinatawan na lumahok) sa pagsusuring gagawin ng OSHA, at kausapin nang sarilinan ang tagapagsuri.
- Magsampa ng reklamo sa OSHA sa loob ng 30 araw (sa pamamagitan ng telepono, online o sa koreo) kung kayo ay ginantihan dahil sa pagsusulong ninyo ng inyong karapatan.
- Malaman ang anumang kautusang ipinapatupad ng OSHA sa inyong amo o tagapamahala.
- Humiling ng kopya ng inyong pansariling talaang medikal, mga pagsusuring ginawa para tukuyin ang mga panganib sa inyong pagawaan, pati na rin ang talaan ng mga naging karamdaman at kapansanang nagmula sa inyong pagawaan.

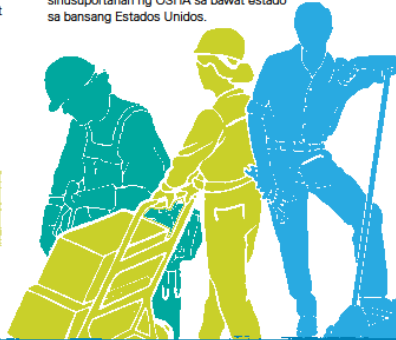
## Ang mga may-ari ng pagawaan ay dapat:

- Siguruhing ligtas ang pagawaan at wala itong anumang kilalang mapaminsalang materyales o kalagayan. Labag sa batas na gantihan ang isang empleyado na naninindigan lamang sa kanyang karapatan sa ilalim ng batas, dumudulog sa inyo o sa OSHA tungkol sa anumang pangamba sa kanyang kaligtasan, at nagbibigay-alam sa kinaaukulan dahil sa kapansanan o sakit na may kinalaman sa kanyang trabaho.
- Tumupad sa lahat ng mga naangkop na pamantayan ng OSHA.
- Ipagbigay-alam sa OSHA ang lahat ng empleyadong namatay sa sanhi na may kinalaman sa paggawa sa loob ng 8 oras, gayundin lahat ng naospital, naputulan ng ilang bahagi ng katawan at nabulag sa loob ng 24 oras.
- Magkaloob ng kinakailangang pagsasanay sa lahat ng manggagawa sa wika at katagang kanilang maunawaan.
- Ipaskil ang pahayag na ito sa loob ng pagawaan na madaling mabasa ng lahat.
- Ipaskil ang mga kautusan o lathala mula sa OSHA malapit sa o sa mismong pinangyarihan ng pinaghihinalaang paglabag sa batas.

Ang OSHA ay nagkaloob ng **LIBRENG TULONG** sa mga maliit at di-kalakihang may-ari ng pagawaan upang matukoy at maituwid ang mga mapanganib na kalagayan sa kanilang pagawaan, nang sa gayon ay maiwasan ang mga kautusan at kapersahang sanhi ng paglabag ng batas, sa pamamagitan ng mga programang pang-konsultasyon na sinusupportahan ng OSHA sa bawat estado sa bansang Estados Unidos.

Ang karatulang ito ay libre mula sa OSHA.

**Kontakin ang OSHA.  
Makakatulong kami.**



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

# TAGALOG



Bureau of Safety  
and Health  
Administration



Cơ Quan Trị  
Sức Khỏe và An Toàn  
Nghề Nghiệp

# An Toàn và Sức Khỏe Trong Công Việc ĐÓ LÀ LUẬT!

## Mọi công nhân đều có quyền:

- Một nơi làm việc an toàn.
- Nếu lên quan ngại về an toàn hoặc sức khỏe với chủ hãng sở của bạn hoặc OSHA, hoặc báo cáo thương tích hay bệnh tật liên quan đến công việc, mà không bị trả thù.
- Nhận được thông tin và đào tạo về các mối nguy hiểm trong công việc, bao gồm tất cả các hóa chất độc hại tại nơi làm việc của bạn.
- Yêu cầu OSHA kiểm tra nơi làm việc của bạn nếu bạn tin rằng có những điều kiện không an toàn hay có hại cho sức khỏe. OSHA sẽ bảo mật danh tính của bạn. Bạn có quyền nhờ đại diện liên lạc với OSHA thay mặt bạn.
- Tham gia (hoặc nhờ đại diện của bạn tham gia) trong cuộc kiểm tra của OSHA và nói chuyện riêng với thanh tra viên.
- Đề đơn khiếu nại với OSHA trong vòng 30 ngày (qua điện thoại, trực tuyến hoặc gửi thư) nếu bạn bị trả thù vì thực thi quyền của mình.
- Xem bất kỳ sắc lệnh nào do OSHA đưa ra cho chủ hãng sở của bạn.
- Yêu cầu bản sao y bạ của bạn, các kiểm tra đo lường mối nguy hiểm tại nơi làm việc, và nhật ký bệnh tật và thương tích tại nơi làm việc.

## Chủ hãng sở phải:

- Cung cấp cho nhân viên nơi làm việc không có những mối nguy hiểm được nhận ra. Trả thù nhân viên vì đã thực thi các quyền của họ theo luật định là bất hợp pháp, bao gồm nếu lên quan ngại về an toàn và sức khỏe với bạn hoặc với OSHA, hoặc báo cáo bệnh tật hay thương tích liên quan đến công việc.
- Tuân thủ tất cả các tiêu chuẩn hiện hành của OSHA.
- Báo cáo cho OSHA về tất cả các trường hợp tử vong liên quan đến công việc trong vòng 8 giờ, và tất cả trường hợp nhập viện nội trú, cắt bỏ tay chân và mù một mắt trong vòng 24 giờ.
- Cung cấp các khóa đào tạo bắt buộc cho tất cả công nhân bằng ngôn ngữ mà họ có thể hiểu.
- Trưng bày áp phích này nổi bật tại nơi làm việc.
- Dán các sắc lệnh của OSHA tại hoặc gần nơi các vi phạm bị cáo buộc.

TRỢ GIÚP MIỄN PHÍ để xác định và khắc phục các mối nguy hiểm cho nhóm nhân viên nhỏ và trung bình, mà không trích dẫn hay phạt, thông qua các chương trình tham vấn được OSHA hỗ trợ ở mỗi tiểu bang.

OSHA cung cấp áp phích này miễn phí.

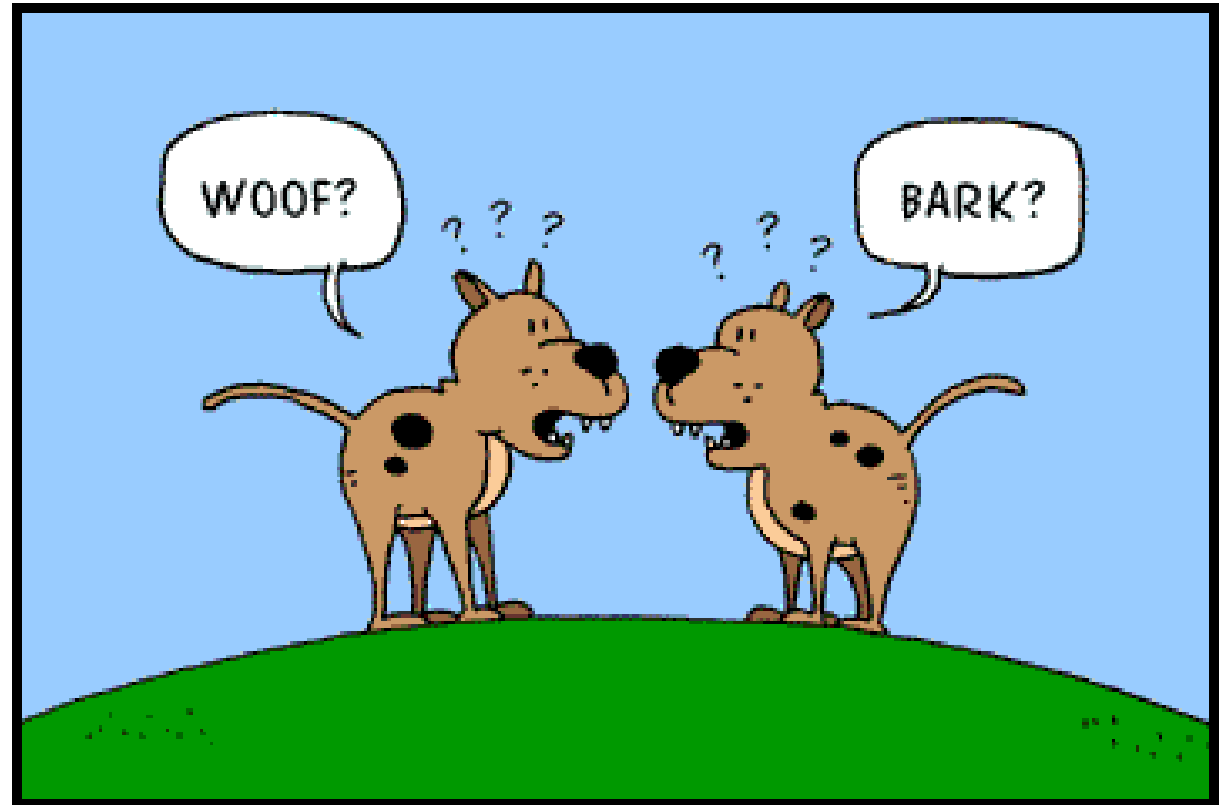
**Hãy liên lạc với OSHA.  
Chúng tôi có thể giúp đỡ.**



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# VIETNAMESE

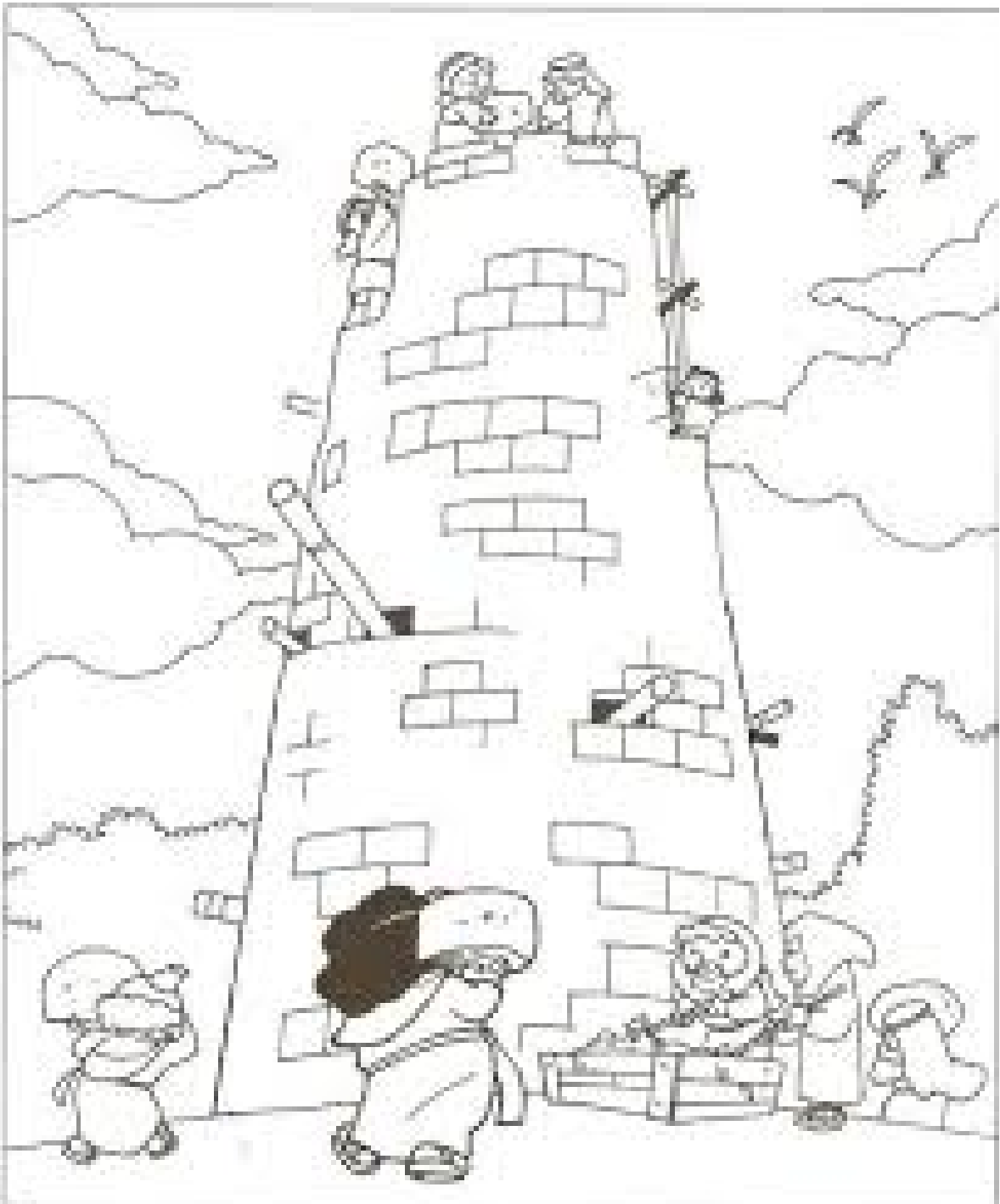
*“...an employer must instruct its employees using both a language and vocabulary that the employees can understand.”*



(See Genesis 11:1-9)

11-24-1998

AFTER THE TOWER OF BABEL INCIDENT



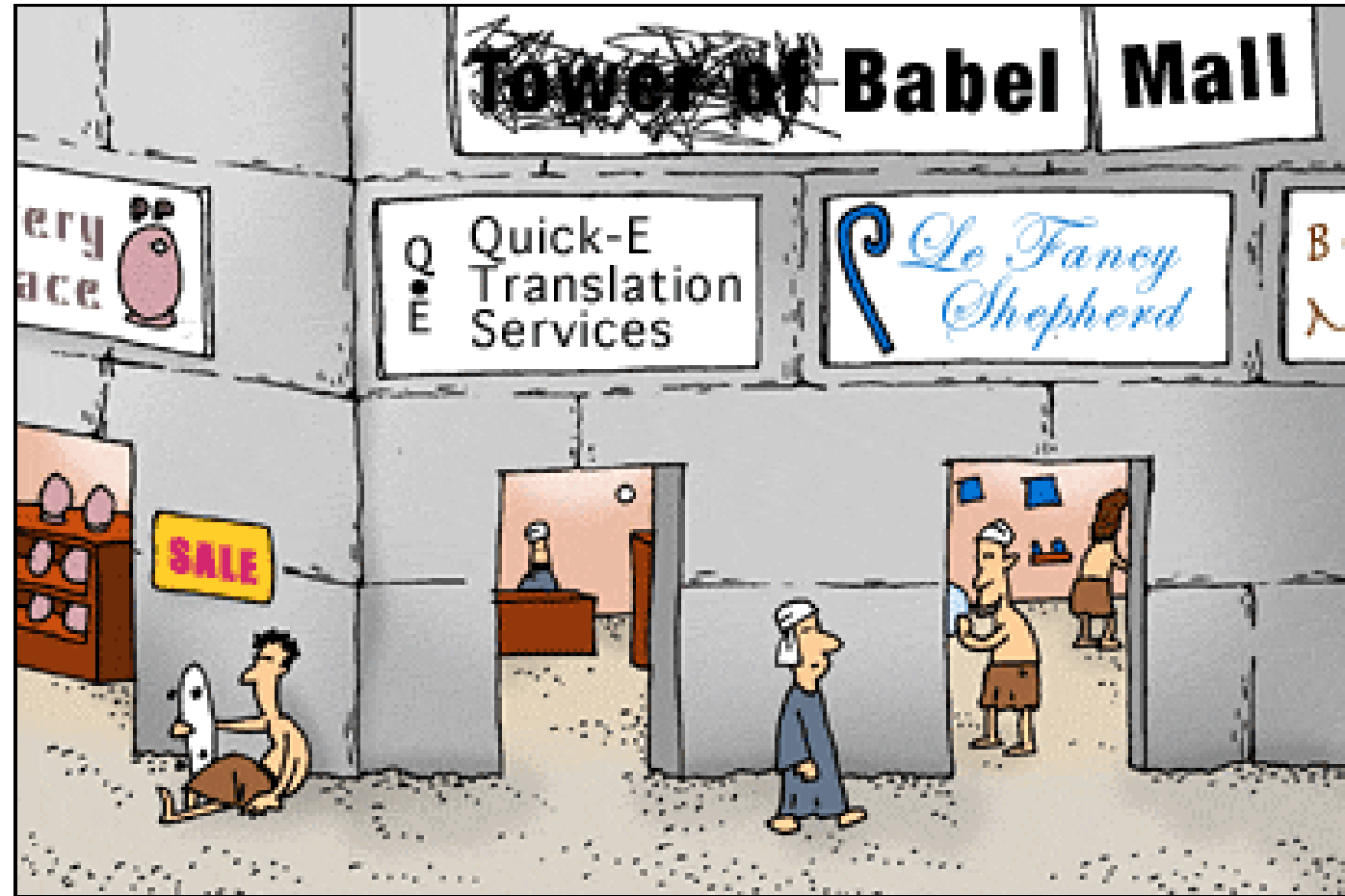
***“CPL 2-2.38(D)(1998)”[i]f the employees receive job instructions in a language other than English, then training and information to be conveyed under the [hazard communication standard] will also need to be conducted in a foreign language”***

# TRAINING SOLUTIONS

- Find a bilingual safety training center
- Find an OSHA Authorized Bilingual Trainer
- Develop a bilingual employee to conduct safety training
- Use a translator

# Use an interpreter

REVERENDFUN.COM COPYRIGHT BIBLE GATEWAY



(See Genesis 11:1-9)

10-18-2010

# Is training documentation enough?

CSHOs have been asked  
to:

*“look beyond any basic  
paper documentation;  
i.e., an employer may  
have training records  
but employees many  
not have been able to  
understand the  
elements included in  
the training”*

If you didn't  
**document**  
you didn't  
**do it.**

# Workers should learn English – Agreed!

**But in the meantime...**



**Provide Bilingual Supervision**

**Partner limited English worker with Bilingual Worker**

**Employers could provide English training to employees**



# Translate all relevant documents into the primary language of your employees



# Resources

## General OSHA Terms

- English to Spanish - (Diccionario de OSHA - Términos Generales de OSHA (Inglés a Español)) (PDF).
- Spanish to English - (Diccionario de OSHA - Términos generales de OSHA (Español a Inglés)) (PDF).

## Frequently Used General Industry Terms

- English to Spanish (with phonetic pronunciation guide) - (Diccionario de OSHA - Términos Generales frecuentemente utilizados (Inglés a Español)) (PDF).
- Spanish to English - (Diccionario de OSHA - Términos Generales frecuentemente utilizados (Español a Inglés)) (PDF).

## General Industry Terms

- English to Spanish - (Diccionario de OSHA - Términos de la Industria General (Inglés a Español)) (PDF).
- Spanish to English - (Diccionario de OSHA - Términos de la Industria General (Español a Inglés)) (PDF).

## Frequently Used Construction Industry Terms

- English to Spanish (with phonetic pronunciation guide) - (Diccionario de OSHA - Términos frecuentemente utilizados en la Industria de la Construcción (Inglés a Español)) (PDF).
- Spanish to English - (Términos frecuentemente utilizados en la Industria de la Construcción (Español a Inglés)) (PDF).

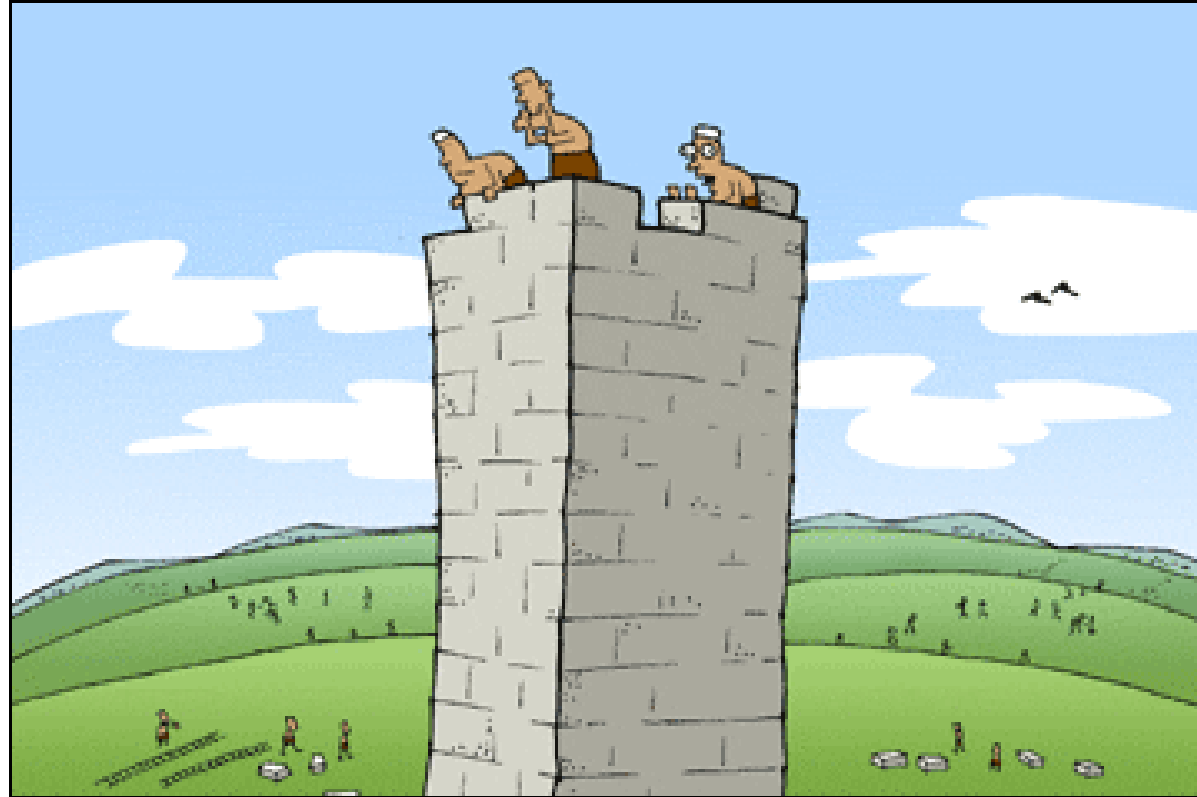
## Construction Industry Terms

- English to Spanish (Construction Industry terms - Términos de la Industria de la Construcción (Inglés a Español)) (PDF).
- Spanish to English - (Diccionario de OSHA - Términos de la Industria de la Construcción (Español a Inglés)) (PDF).

<https://www.osha.gov/complianceassistance/spanish-dictionaries>

Provide  
language  
classes on  
the basic  
language  
requirements  
for your  
business

REVERENDFUN.COM COPYRIGHT BIBLE GATEWAY



(See Genesis 11:1-9)

04-19-2006

UNFORTUNATELY, THE BABEL ROOF CREW  
WAS UNAWARE THAT "SEND THE LADDERS"  
NOW MEANT "YOU GOAT SANDAL" TO THE  
LADDER CREW

# Use both telling and showing methods of training


- Simplify your training methods, particularly those that rely heavily on telling versus showing.
- Demonstrate what you want and then have the employees perform the function as you observe their performance.
- Re-demonstrate as often as needed until the employees can perform the task successfully.

# Use visual methods of communication more than audio


## AIRMEMPHIS

# MD-83

Consignes de sécurité  
 Sicherheitsvorschriften  
 緊急時のガイド / 安全指示説明




Décollage et atterrissage  
Take-off and landing  
Start und landung  
Despegue y aterrizaje  
離着陸 飛行与降着  
الإقلاع والهبوط



Atterrissage forcé  
Emergency landing  
Notlandung  
Aterrizaje forzoso  
緊急着陸 緊急降着  
الهبوط الاضطراري

EXIT


Sortie de secours  
Emergency exit  
Notausgang  
Salida de urgencia  
非常口 緊急出口  
باب الخروج عند الطوارئ




Amerrissage  
Landing on water  
Wasserung  
Amaraje  
緊急着水 水陸降着  
الهبوط على الماء

OXYGEN

Oxygene  
Oxygen  
Sauerstoff  
Oxigeno  
أكسجين




Cuidage lumineux vers les issues de secours  
Floor level escape route markings  
Bodennahe Fluchtwegmarkierung  
Senalización de la salida de emergencia a ras de suelo  
緊急非常口ランプ 地面緊急出口灯光線志  
شريط تحديد طريق الهرب على الأرضية




Enlever les souliers - pas de bagage  
Remove shoes - No baggage  
Schuhe ausziehen - kein Gepäck  
Descalzar - Ningun equipaje  
靴を脱いで、荷物は持たないで下さい  
脱鞋 脱履行  
إخلع حذاءك - بدون حقائب



July 2010 Rev 1





Ne pas fumer à bord  
No smoking on board  
Nicht rauchen an bord  
No fumar a bordo  
禁煙 禁物喫煙  
منوع التدخين



OXYGEN





EXIT



















OU OR








































Bitte diese Karte nicht mitnehmen  
 Please do not remove this card from the plane  
 Tenga la bondad de no llevarse esta tarjeta

# Have the employee demonstrate their understanding

- Don't assume the employee understands; **check for understanding.**
- Ask the employee to demonstrate that they know how to do what you have asked them to do.



CON MASCARILLA, GANAMOS TODOS



Alecu.

# REAPERTURA ECONÓMICA

CON MEDIDAS SANITARIAS



SIN MEDIDAS SANITARIAS





EL  
CUBREBOCAS  
NO  
ES...

ARITO DE MODA



GORRITO



GARGANTILLA



TAPABIGOTE



PÓNGASELO  
CORRECTAMENTE,  
SI NO DE  
NADA  
SIRVE

Alews.

# **SIGNOS y SINTOMAS del COVID-19**

NO SIEMPRE SE PRESENTAN TODOS LOS SINTOMAS. EN ALGUNOS CASOS NO APARECE NINGUNO... SI USTED PRESENTA ALGUNOS DE ESTOS SINTOMAS, SE RECOMIENDA BUSQUE AYUDA MEDICA INMEDIATA.

**Usted también puede ser un ASINTOMATICO, o sea NO presentar ningún síntoma pero si puede ser un foco de contagio para los demás.**



**PERDER SENTIDO DE OL**

# Síntomas graves – Señales de advertencia y emergencia

La mayor parte de la gente tendrá síntomas leves y debe recuperarse en casa.

Otros síntomas podrían incluir: Dolores en el cuerpo y confusión o letargo (somnolencia). En estos casos **NO** vaya a la sala de emergencia o al hospital.

**Busque atención médica de inmediato si tiene:**



**Cara o  
labios morados.**

**Dificultad para  
respirar o falta de  
aliento.**

**Dolor persistente o  
presión en el pecho.**

**Escalofríos**

**Confusión**

PROTEJÁMONOS



La vacuna



Alec



VACUNA  
COVID-19

COVID  
19

# Objectives of this presentation

- How infectious diseases spread
- How microbes that cause infectious diseases enter body
- How to protect yourself
- Some common work-related infectious diseases

## Diseases (and health effects) covered:

- Seasonal Influenza
- Tuberculosis
- Norovirus
- Hepatitis A, B, and C
- Monkeypox
- Tetanus
- Lyme
- West Nile Virus
- Rabies
- Polio

# Use simpler words with fewer syllables

- Be aware of the complexities of your words.
- Use more common words that convey your message in simpler terms.
- **Don't talk down; just use a less complex vocabulary.**

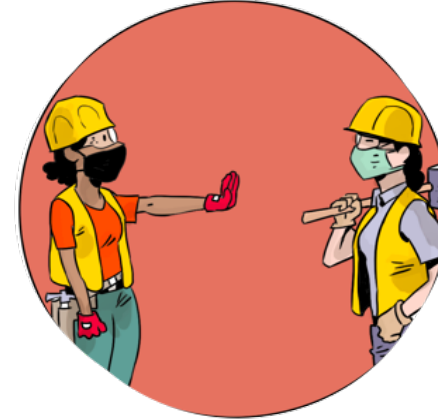


<http://openprtspecs.blogspot.com>

# Controles

## Prevención:

- Evitar la exposición a fuentes de infección
- Lavado de manos
- Vacunas
- Aire fresco / movimiento de aire (ventilación)
- Equipos de protección personal y respiradores

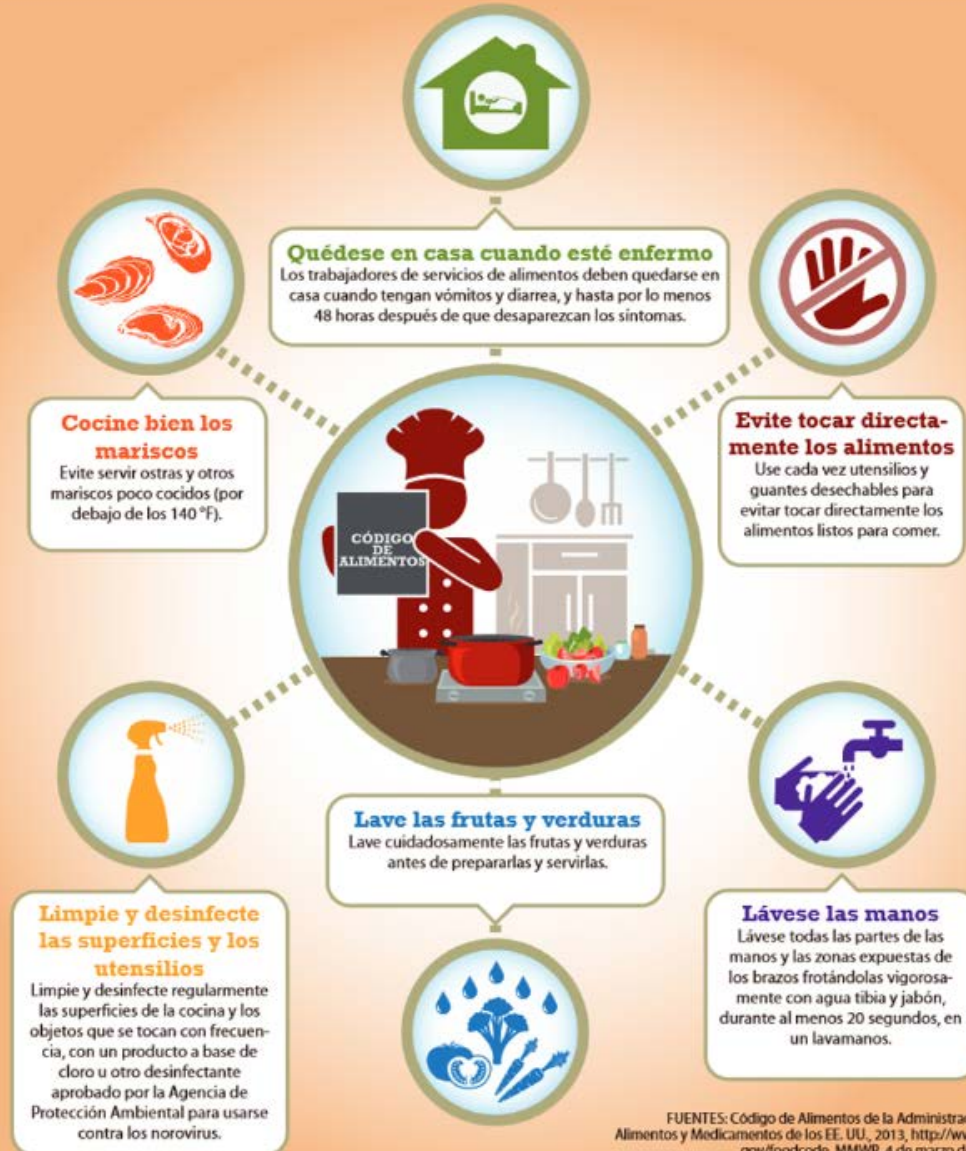


Parafraseado de CDC: <http://www.cdc.gov/drugresistance/about.html> & <https://www.cdc.gov/vaccines/parents/vaccine-decision/index.html>



# Maneras de prevenir los brotes de norovirus por alimentos contaminados

Los encargados de las cocinas deben ser capacitados y certificados en seguridad de los alimentos y asegurarse de que todos los trabajadores sigan las prácticas de seguridad respectivas detalladas en el Código de Alimentos modelo de la FDA y las directrices de los CDC.



CDC:  
<https://www.cdc.gov/vitalsigns/norovirus/index.html>

# Hepatitis A

Un aviso de salud para personas que viven sin hogar



**La hepatitis A está propagándose en las personas que viven sin hogar en los EEUU.**

## ¿Qué es?

- Hepatitis A:
- Es un virus.
  - Se propaga fácilmente.
  - Puede causar una enfermedad grave del hígado.

## ¿Cómo se propaga?

La hepatitis A está en la caca de una persona con hepatitis A. Si una persona infectada no se lava las manos después de usar el baño, los gérmenes se propagarán en las cosas que toca.



Los gérmenes de la caca.



Compartir la comida contaminada.



Tocar cosas contaminadas.



Tener contacto sexual con una persona infectada con hepatitis A.



Compartir los accesorios de las drogas.

## Los síntomas de hepatitis A



Fatiga, fiebre.



Nauseas o vómitos, dolor del estómago, pérdida de apetito, orina de color oscuro, caca de color pálido, y diarrea.



Ictericia (color amarillento en la piel y los ojos).

La hepatitis A es más grave para las personas con hepatitis C, diabetes, u otros problemas de salud.

**Prevenga las hepatitis A. Vacúnate. Lávate las manos o usa el gel antibacterial.**

## ¿Dónde puedo obtener ayuda?

Si crees que tienes la hepatitis A, vas a tu doctor o a la sala de emergencias del hospital más cercano. Habla con tu doctor o el personal médico sobre la vacuna contra hepatitis A. Muchas farmacias ofrecen la vacuna también.

# Hepatitis C

Lo que deberías saber



## ¿Qué es?

La hepatitis C es un virus que ataca el hígado. Sin tratamiento, puede poner en peligro la vida.



## ¿Se puede curar?

¡Sí! Nuevos tratamientos pueden curar la hepatitis C para casi todas las personas



## Como se propaga?



Agujas, jeringas o lancetas usadas o compartidas



Sexo



Compartir artículos de cuidado como cepillos de dientes o rasuradoras



Nacido de una madre con hepatitis C



Percances médicos como lesiones por agujas o instrumentos no esterilizados

## Cuales son los síntomas?



Sin síntomas



Dolor de estomago



Vomito



Ojos o Piel amarillos

## Estoy en riesgo?



Go to [www.tpchd.org/hepc](http://www.tpchd.org/hepc) and take a free online test to determine your risk.



Las personas nacidas entre 1945 y 1965 tienen cinco veces más probabilidades de tener hepatitis C.

No se propaga...



Amamantando



Compartiendo utensilios de comida



Besando, abrazando o tomándose de la mano



Picaduras de insectos



Tos o estornudos

To learn more about hepatitis C, go to [www.tpchd.org/hepc](http://www.tpchd.org/hepc).

# Never raise your voice or over-enunciate your words



# Use Repetition

- **Don't expect people to learn anything after being told once.**



# How to train on specific topics

Respiratory Protection

Machinery

Hand Communication

Fall Protection



Walking Working Surfaces

Lockout/Tagout

Trenching and Excavation

OSHA 10 and 30

Electrical Safety

Scaffolding

Silica

# OSHA's Susan Harwood Grant Topics

[https://www.osha.gov/dte/grant\\_materials/material\\_listing\\_topic.html](https://www.osha.gov/dte/grant_materials/material_listing_topic.html)

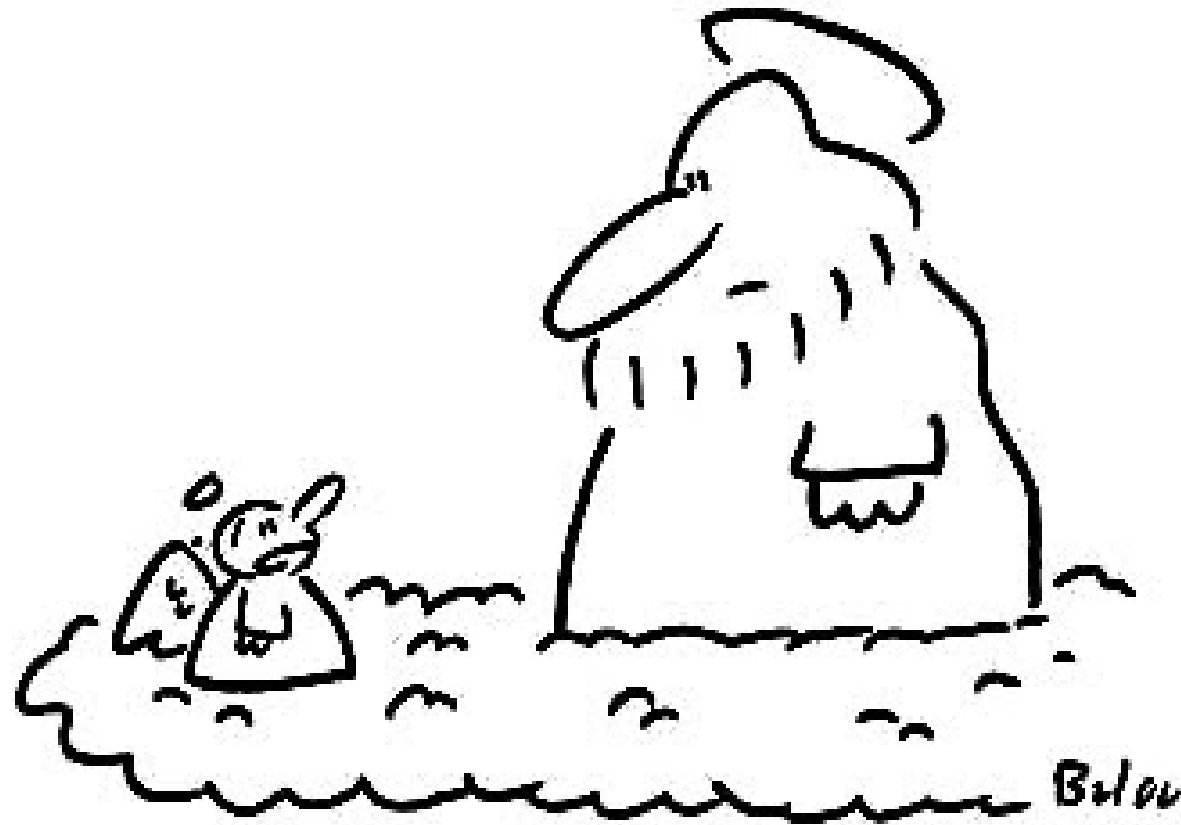
## By Topic



# Learn the basics of your employee's language and culture

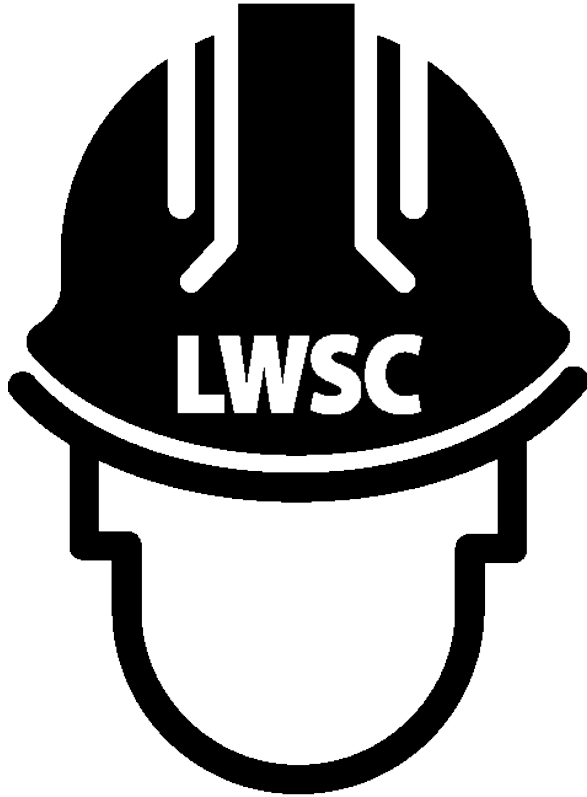
- **learn a few words and phrases in their language.**
- Have them teach you how to say hello, goodbye, please, thank you, and other important pleasantries you can use in your interactions with them.

# Cultural Differences



"ARE YOU SURE YOU WANT TO GO  
AHEAD WITH THIS 'TOWER OF BABEL'  
THING?--IT COULD LEAD TO  
MULTICULTURALISM!!"





**LWSC**

**LATINO WORKER SAFETY CENTER**

*MULTILINGUAL SAFETY TRAINING*

**888.595.5972**