

## Clarksville-Montgomery County School System

# EMPLOYEE RIGHTS AND RESPONSIBILITIES

Rights and responsibilities of employees shall include, but are not limited to, the following provisions:

- Each employee shall comply with Occupational Safety and Health Act standards and all rules, regulations, and orders issued pursuant to this program and the Tennessee Occupational Safety and Health Act of 1972, which are applicable to his or her own actions and conduct.
- Each employee shall be notified, by the placing of a notice on bulletin boards or other places of common passage, of any application for a permanent or temporary order granting the employer a variance from any provision of the TOSHA Act or any standard or regulation promulgated under the Act.
- Employees shall be given the opportunity to participate in any hearing, which concerns an application, by the employer for a variance from a standard or regulation promulgated under the Act.
- Employees who may be adversely affected by a standard or variance issued pursuant to the Act or this program may file a petition with the Commissioner of Labor or whoever is responsible for the promulgation of the standard or the granting of the variance.
- Employees who have been exposed or are being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by any applicable standard shall be provided with information on significant hazards to which they are or have been exposed, relevant symptoms, and proper conditions for safe use or exposure. Employees shall also be informed of corrective action being taken.
- Subject to regulations issued pursuant to this program, employees or an authorized representative of employees shall be given the right to request an inspection and to consult with the Risk Manager/Safety Coordinator at the time of the physical inspection of the worksite.
- Employees may bring to the attention of the Risk Manager/Safety Coordinator any violation or suspected violation of the standards or any other health or safety hazards.
- No employee shall be discharged or discriminated against because he has filed any complaint or instituted or caused to be instituted any proceeding or inspection under or relating to this program unless, the employee violates any rules, laws, etc.
- Any employee who believes he has been discriminated against or discharged in violation of subsection (h) of this section may file a complaint with the Risk Manager/Safety Coordinator alleging such discrimination. Such employee may also, within thirty (30) days after violation occurs, file a complaint with the Commissioner of Labor alleging such discrimination.
- Nothing in this or any other provision of this program shall be deemed to authorize or require any employee to undergo medical examination, immunization, or treatment for those who object thereto on religious grounds, except where it is necessary for the protection of the health or safety of others or when a medical examination may be reasonably required for performance of a specific job.
- Employees shall report any accident, injury, or illness resulting from their job, however minor it may appear, to their OJI Building Representative and Supervisor within 24 hours of the injury. (ref. [OJI-PRO1](#))