



Occupational Safety & Health Administration



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FILE A COMPLAINT

En español

File a discrimination complaint if your employer has retaliated against you for exercising your rights as an employee. If you have been punished or retaliated against for exercising your rights under the OSH Act, you must file a complaint with OSHA within 30 days of the alleged reprisal. In states with approved state plans, employees may file a complaint under the OSH Act (Section 11(c)) with both the State and Federal OSHA.

If you are filing a complaint under any other whistleblower statute enforced by OSHA, the time limit for filing varies by statute. They also must be filed directly with Federal OSHA. Refer to the Summary of OSHA Whistleblower Statutes to determine the time limit that applies to your complaint.

You may file your discrimination complaint using any of these filing options:

1. Online - Use the Online Whistleblower Complaint Form to submit your complaint to OSHA. Complaints received online from workers located in states with OSHA-approved state plans will be forwarded to the appropriate state plan for response.
2. Fax/Mail - Fax or mail a letter describing your complaint, or a printed copy of your completed Online Whistleblower Complaint Form to your local OSHA Regional or Area Office. Please make sure that your correspondence includes your name, address, and telephone or fax number so we can contact you to follow up.
3. Telephone - Call your local OSHA Regional or Area Office. OSHA staff can discuss your complaint with you and respond to any questions you may have.

OSHA will accept your complaint in any language.

OSHA conducts an interview with each complainant to determine the need for an investigation. If evidence supports the worker's claim of discrimination, OSHA will ask the employer to restore the worker's job, earnings and benefits.

The procedures for investigations of discrimination complaints are contained in the OSHA Whistleblower Investigations Manual: CPL 02-03-003 PDF\*, 1.0 Mb

\*Accessibility Assistance: Contact OSHA's Directorate of Whistleblower Protection Programs at 202-693-2199 for assistance accessing PDF materials.

