



NOTE: The following is an excerpt from OSHA's regulation for *Recording and Reporting Occupational Injuries and Illness*. To view the regulation in its entirety, click [here](#).

**Notice Regarding Protections Against Retaliation and Discrimination 29 CFR 1904.35(b)(1)(iv) and Section 11(c) of the Occupational Safety and Health Act**

The Company requires all employees to promptly report every work-related injury or illness in accordance with the Company's Injury Reporting Procedure. The Company will not discharge or in any manner discriminate against an employee for reporting a work-related injury or illness to the Company.

In addition, the Company will not discharge or in any manner discriminate against an employee because the employee has either filed a complaint under or related to the Occupational Health and Safety Act (the "Act"); instituted or caused to be instituted any proceeding under or related to the Act; testified or is about to testify in any proceeding under the Act or related to the Act; or exercised on their own behalf or on behalf of others any right afforded by the Act.

Any employee who believes that they have been discharged or discriminated against in violation of the provisions above should immediately report this to their immediate supervisor, any other member of management, or Human Resources, so it may be properly investigated and corrected as warranted. In addition, the employee may, within 30 days after such violation occurs, lodge a complaint with the United States Secretary of Labor alleging a violation.