

[illegible][illegible]

3	Turn the person onto their SIDE if they are not awake and aware. ✓ Keep airway clear ✓ Loosen tight clothes around neck ✓ Put something small and soft under the head
Call 911 if...	▶ Seizure lasts longer than 5 minutes ▶ Person does not return to their usual state ▶ Person is injured, pregnant, or sick ▶ Repeated seizures ▶ First time seizure ▶ Difficulty breathing ▶ Seizure occurs in water
Do NOT	✗ Do NOT restrain. ✗ Do NOT put any objects in their mouth. ✓ Rescue medicines can be given if prescribed by a health care professional
Learn More and Register for Training: epilepsy.com/firstaid	

**EPILEPSY
FOUNDATION**

epilepsy.com
24/7 Helpline: 1-800-332-1000

**Partnership with
Virginia Department
of Labor and Industry**

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

This publication was created by the Epilepsy Foundation, a nationwide network organization. This publication is made possible with funding from the Centers for Disease Control and Prevention (CDC) under cooperative grant agreement number 1NUS80P006256-04-00. Its contents are solely the responsibility of the Epilepsy Foundation and do not necessarily represent the views of the CDC. EFA440/PAB0220 ©2020 Epilepsy Foundation of America, Inc.

REV. 03/2021

DEPARTMENT OF LABOR AND INDUSTRY

Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODE BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: https://doh.virginia.gov/regulatory_information/. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

Employers

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the law.

Employees

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Complaint

Employees or their representatives have the right to file a complaint with the nearest VOSH office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. VOSH will withhold, on request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

Discrimination

It is illegal to retaliate against an employee for using any of their right under the law, including raising a safety or health concern with the employer or VOSH, or reporting a work-related injury or illness.

An employee who believes they have been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.	industry within 60 days or the alleged discrimination. CASPA Complaints about State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program.
Citation If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.	State Coverage The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal enclaves, and businesses covered by the Federal Maritime jurisdiction.
Proposed Penalty The Law provides for mandatory penalties against private sector employers of up to \$16,287 for each serious violation and for optional penalties of up to \$16,287 for each other-than-serious violation. Penalties of up to \$16,287 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$162,849 for each violation.	Voluntary Activity Voluntary efforts by the employer to assure its workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Virginia Department of Labor and Industry addresses

of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

are exempt from most requirements. To see if your industry is partially exempt, visit the OSHA Website at www.osha.gov/recordkeeping/pub3169text.html.

Accident Reporting

All fatalities must be reported to VOSH within eight (8) hours. All injuries or illnesses that result in an in-patient hospitalization, amputation or loss of an eye must be reported to VOSH within twenty-four (24) hours. Failure to report may result in significant monetary penalties.

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

BROOKFIELD PLACE

6606 WEST BROAD ST., SUITE 500

RICHMOND, VIRGINIA 23230

VOICE (804) 371-2327

FAX (804) 371-6524

www.doli.virginia.gov

U.S. DEPARTMENT OF LABOR

OSHA REGIONAL ADMINISTRATOR

THE CURTIS CENTER, STE 740 WEST

170 SOUTH INDEPENDENCE MALL WEST

PHILADELPHIA, PA 19106-3309

(215) 861-4900

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Headquarters BROOKFIELD PLACE 6606 WEST BROAD STREET, SUITE 500 RICHMOND, VIRGINIA 23230 (804) 371-2327	Northern Virginia/Manassas 9400 INNOVATION DRIVE, SUITE 120, MANASSAS, VA 20110. (703) 392-0900	Southwest/Roanoke BRAMMER VILLAGE 3013 PETERS CREEK ROAD ROANOKE, VA 24019 (540) 362-3580	Lynchburg 3704 OLD FOREST ROAD SUITE B LYNCHBURG, VA 24401 (434) 385-0806
Central Virginia/Richmond NORTH RUN BUSINESS PARK 1570 EAST PARKMAN ROAD RICHMOND, VA 23228 (804) 371-3104	Tidewater/Norfolk 6363 CENTRAL DRIVE BUILDING 6, SUITE 101 NORFOLK, VA 23502 (757) 455-0891	Abingdon The Johnson Center 468 EAST MAIN STREET, SUITE 114, ABINGDON, VA 24210 (276) 676-5465	Verona P.O. Box 772 201 LEE HIGHWAY VERONA, VA 24482 (540) 248-9280

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Gary G. Pan

Commissioner

VIRGINIA SAFETY AND HEALTH CODES BOARD

EMPLOYERS: THIS POSTER MUST BE DISPLAYED IN A PROMINENT PLACE IN THE ESTABLISHMENT TO WHICH YOUR EMPLOYEES NORMALLY REPORT TO WORK.

TWO ways to verify poster compliance!

To update your labor law posters contact

AAI Keller