WHAT IS MY RESPONSIBILITY?  
For your own protection and the protection of your co-workers, you should know how the IDPH requirements relate to your work and should obey them. If you observe violations of the IDPH requirements or have a safety concern, you should report them.

WHAT IF I CAUSE A VIOLATION?  
If you are engaged in deliberate misconduct that may cause a violation of the IDPH requirements, or would have caused a violation if it had not been detected, or deliberately provided inaccurate or incomplete information to either the IDPH or to your employer, you may be subject to enforcement action. If you report such a violation, the IDPH will consider the circumstances surrounding your reporting in determining the appropriate enforcement action, if any.

HOW DO I REPORT VIOLATIONS AND SAFETY CONCERNS?  
If you believe that violations of IDPH rules or the terms of the license have occurred, or if you have a safety concern, you should report them immediately to your supervisor. You may report violations or safety concerns directly to the IDPH. However, the IDPH encourages you to raise your concerns with the licensee or registrant because they have primary responsibility and are most able to ensure safe operation of regulated facilities. If you choose to report your concern directly to the IDPH, you may report concerns to an IDPH inspector, call, or write the IDPH at the address indicated below. If you send your concern in writing, it will assist the IDPH in protecting your identity if you clearly state that you have a safety concern or that there is a violation of the IDPH requirements.

WHAT IF I WORK WITH RADIOACTIVE MATERIAL OR IN THE VICINITY OF A RADIOACTIVE SOURCE?  
If you work with radioactive materials or near a radiation source, the amount of radiation exposure that you are permitted to receive is limited by IDPH regulations. The limits on your exposure are contained in Iowa Department of Public Health Radiation Machines and Radioactive Materials Rules 641 Chapter 40. While these are the maximum allowable limits, your employer should also keep your radiation exposure "as low as reasonably achievable" (ALARA).

MAY I GET A RECORD OF MY RADIATION EXPOSURE?  
Yes. Your employer is required to advise you of your dose annually if you are exposed to radiation for which monitoring was required by the IDPH. In addition, you may request a written report of your exposure when you leave your job.

HOW ARE VIOLATIONS OF IDPH REQUIREMENTS IDENTIFIED?  
The IDPH conducts regular inspections at licensed and registered facilities to assure compliance with IDPH requirements. In addition, your employer and site contractors conduct their own inspections to assure compliance.

MAY I TALK WITH AN IDPH INSPECTOR?  
Yes. The IDPH inspectors want to talk to you if you are worried about radiation safety or have other safety concerns about regulated activities, such as the quality of construction or operations at your facility. Your employer may not prevent you from talking with an inspector. The IDPH will make all reasonable efforts to protect your identity where appropriate and possible.

MAY I REQUEST AN INSPECTION?  
Yes. If you believe that your employer has not corrected violations involving radiological working conditions, you may request an inspection. Your request should be addressed to the IDPH and must describe the alleged violation in detail. You or your representative must sign it.

CAN I BE FIRED FOR RAISING A SAFETY CONCERN?  
Federal law prohibits an employer from firing or otherwise discriminating against you for reporting safety concerns. If you believe you have raised a safety concern and have been fired or disciplined as a result, you should report the issue to the IDPH.

WHAT FORMS OF DISCRIMINATION ARE PROHIBITED?  
It is unlawful for an employer to fire you or discriminate against you with respect to pay, benefits, or working conditions because you help the IDPH or raise a safety issue or otherwise engage in protected activities. Violations of Section 211 of the Energy Reorganization Act (ERA) of 1974 include actions such as harassment, blacklisting, and intimidation by employers of (i) employees who bring safety concerns directly to their employers; (ii) employees who have refused to engage in an unlawful practice, provided that the employee has identified the legality to the employer; (iii) employees who have testified or are about to testify in any federal or state proceeding regarding any provision (or proposed provision) of the ERA or the Atomic Energy Act (AEA) of 1944; (iv) employees who have committed or caused to be commenced a proceeding for the administration or enforcement of any requirement imposed under the ERA or AEA who have, or are about to, testify, assist, or participate in such a proceeding.

WHAT WILL THE IDPH DO?  
The IDPH will investigate reports of suspected noncompliance received from anyone, including co-workers, members of the public, or employees. The IDPH will investigate reports of violations of the IDPH requirements, or noncompliance that have occurred, or if you have a safety concern. The IDPH will ensure that the employer or registrant have taken corrective action to ensure the safety of the workplace.

HOW DO I FILE A DISCRIMINATION COMPLAINT?  
If you believe that you have been discriminated against for bringing violations or safety concerns to the IDPH or your employer, or for filing a complaint with the IDPH, you may file a complaint with the Department of Labor (DOL). If you desire a personal remedy, you must file a complaint with the DOL pursuant to Section 211 of the ERA. Your complaint to the DOL must describe in detail the basis for your belief that the employer discriminated against you on the basis of your protected activity, and it must be filed in writing either in person or by mail within 180 days of the discriminatory occurrence. Additional information is available at the DOL website at www.osha.gov. Filing an allegation, complaint, or request for a hearing with the IDPH does not extend the requirements to file a complaint with the DOL within 180 days. You must file the complaint with the DOL. To do so, you may contact the Department of Labor Two Pershing Square Building 2300 Main Street, Suite 1010 Kansas City, MO 64108 (816) 268-8745

WHAT CAN THE DEPARTMENT OF LABOR DO?  
If your complaint involves a violation of Section 211 of the ERA by your employer, it will decide whether to investigate your complaint. If the DOL finds that your employer has unlawfully discriminated against you, it will order the employer to cease and desist, rescind or modify acts of discrimination, and pay back pay, compensatory damages, or be compensated for any injury suffered as a result of the discrimination and be paid attorney's fees and costs. Relief will not be awarded to employees who engage in protected activities before filing an allegation, complaint, or request for a hearing. The DOL is authorized to file a civil action in a federal or state court to enforce the Act.