The IDPH has promulgated the Radiation Machines and Radioactive Materials Rules to set standards for your protection against radiation hazards and has established procedures for you, the employee, to report if you observe violations or a potential violation of the requirements. If you are a licensee or registrant because you have primary responsibility and are involved in regulated activities, such as the quality of construction or the management of radiation hazards and have established procedures for you, the employee, to report if you observe violations or a potential violation of the requirements.

WHY IS MY RESPONSIBILITY TO REPORT VIOLATIONS?

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 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 or 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 you are submitting an allegation.

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.

WHAT ARE VIOLATIONS OF IDPH REQUIREMENTS IDENTIFIED?

The IDPH conducts regular inspections at licensed and registered facilities to assure compliance with IDPH requirements. In complete and immediate absence of either or to an IDPH inspector, 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.

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 protects an employer from firing or otherwise discriminating against you for bringing safety concerns to the attention of your employer or the IDPH. You may not be fired or discriminated against because you:

- Ask the IDPH to enforce its rules against your employer;
- Refuse to engage in activities which violate IDPH requirements;
- Provide information or are about to provide information to the IDPH or your employer about violations of requirements of safety concerns;

You may be fired for a legitimate reason provided you are notified in writing of the basis of your discharge.

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:

- employees who have brought safety concerns to the attention of the IDPH or the DOL;
- employees who have testified or are about to testify, in an IDPH proceeding to assure compliance.

WHAT WILL THE IDPH DO?

The IDPH will evaluate each allegation of harassment, intimidation, or discrimination. Based on the evaluation, the IDPH will decide whether to pursue the matter further through a process for obtaining a personal remedy. The IDPH will notify your employer that a complaint has been filed and will investigate your complaint.

WHAT WILL THE DOL DO?

The DOL will evaluate each allegation of harassment, intimidation, or discrimination. Based on the evaluation, the DOL will decide whether to pursue the matter further through an investigation. The DOL may not pursue an investigation to the point that a conclusion can be made as to whether the harassment, intimidation, or discrimination occurred. However, if you have filed a complaint with the DOL, the IDPH will monitor the results of the DOL investigation.

IOWA DEPARTMENT OF PUBLIC HEALTH (IDPH)
BUREAU OF RADIOLOGICAL HEALTH (BRH)
RADIOACTIVE MATERIALS PROGRAM

If you wish to contact the Iowa Department of Public Health, you may write or call
BUREAU OF RADIOLOGICAL HEALTH
LUCAS STATE OFFICE BUILDING DES MOINES, IA 50309
(515) 281-3478

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(515) 281-3478

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