

EMPLOYEE ACKNOWLEDGEMENT OF RESPONSIBILITIES

According to Tennessee Code Annotated Part 50, Chapter 6 – Workers’ Compensation Law:

- (a) No compensation shall be allowed for an injury or death due to:
 - (1) The employee's willful misconduct;
 - (2) The employee's intentional self-inflicted injury;
 - (3) The employee's intoxication or illegal drug usage;
 - (4) The employee's willful failure or refusal to use a safety device;
 - (5) The employee's willful failure to perform a duty required by law; or
 - (6) The employee's voluntary participation in recreational, social, athletic or exercise activities, including, but not limited to, athletic events, competitions, parties, picnics, or exercise programs, whether or not the employer pays some or all of the costs of the activities unless:
 - (A) Participation was expressly or impliedly required by the employer.
 - (B) Participation produced a direct benefit to the employer beyond improvement in employee health and morale;
 - (C) Participation was during employee's work hours and was part of the employee's work-related duties; or
 - (D) The injury occurred due to an unsafe condition during voluntary participation using facilities designated by, furnished by or maintained by the employer on or off the employer's premises and the employer had actual knowledge of the unsafe condition and failed to curtail the activity or program or cure the unsafe condition.

I understand that not only does my employer have an obligation under the Occupational Safety and Health (OSHA) Act to provide a safe and healthful workplace, but I too have an obligation under the OSHA Act to comply with all occupational safety and health standards issued under the OSHA Act that apply to my own actions and conduct on the job.

If I am injured on the job, I understand that my failure to comply with these requirements shall result in the denial of workers’ compensation benefits.

Employee Name

Employee Signature

Date