

# Texas Hazard Communication Act

What is it, who is covered, and how to comply.



## Texas Hazard Communication Act (THCA)

[The Texas Hazard Communication Act](#) (THCA) is a state "[worker right-to-know](#)" law. It requires public employers to provide their employees with information and training on hazardous chemicals employees regularly use.

The Texas Department of State Health Services (DSHS) conducts THCA [compliance inspections](#) at public employers' workplaces across Texas.

### Public Employers include:

- Municipalities
- Counties
- State agencies
- Public schools
- Public colleges and universities
- Volunteer emergency service organizations



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## What is a Hazardous Chemical?

An element, compound, or mixture of the two causing a health hazard, or a physical hazard as defined by the federal Occupational Safety and Health Administration (OSHA) Hazard Communication Standard.

### **Chemical hazards can be dangerous to your health and physical safety.**

Chemical health hazards include toxic agents, irritants, corrosives, carcinogens, and any chemicals that can damage the lungs, eyes, skin, or mucous membranes.

Chemical physical hazards include flammables, combustibles, explosives, and compressed gases.

## Steps for Complying with the THCA

### 1. Written Hazard Communication Program

The THCA requires public employers to develop, implement, and maintain a written [Hazard Communication \(HazCom\) Program](#) for the workplace that describes how the requirements specified in the THCA will be met.

### 2. Workplace Chemical List

A [Workplace Chemical List](#) must be compiled and maintained in the workplace if a public employer has the same chemical in an aggregate amount in excess of 55 gallons or 500 pounds, even though such chemicals may be present below these thresholds in each work area.

### 3. Safety Data Sheets

[Safety Data Sheets](#) (SDSs) must be readily available for each chemical onsite regardless of quantity. SDSs may be stored electronically or in paper format.

### 4. Chemical Container Labels

Public employers are required to ensure that hazardous chemical containers and secondary hazardous chemical containers in the workplace are [labeled in compliance](#) with the THCA, Chapter 502 of the Texas Health and Safety Code.

### 5. Employee Training Program and Five Years of Training Records

Five years' worth of [training records](#) of the Employee Training Program must be maintained and be available during an inspection for review.

## 6. “Notice to Employees” Signs Posted in Common Areas

A current version of the [workplace notice](#) must be clearly posted and unobstructed at all locations in the workplace where notices are normally posted.

## 7. Personal Protective Equipment (PPE)

The THCA says employers “shall provide [appropriate PPE](#) to employees who may be exposed to hazardous chemicals in their workplace” and shall provide “a level of protection to chemicals to which the employee may be exposed that will be adequate to ensure their health and safety.”

## 8. Reporting Hospitalizations and Fatalities

Employee chemical accidents that result in hospitalization of 5 or more employees or one or more employee fatalities must be reported by Public Employers to the DSHS Hazard Communication Program within 48 hours.

### THCA Compliance Quick Checklist:

- Written Hazard Communication Program
- Workplace Chemical List
- Safety Data Sheets (SDSs)
- Chemical Container Labels
- Employee Training Program and Five Years of Training Records
- “Notice to Employees” Signs Posted in Common Areas
- Personal Protective Equipment (PPE)
- Reporting Hospitalizations and Fatalities

*\*Employee interviews will be conducted during inspections.*

For more information, please visit [dshs.texas.gov/hazcom](https://dshs.texas.gov/hazcom). If you have a question, please contact the DSHS Hazard Communication Program at 1-800-293-0753 or by email at [hazcomhelp@dshs.texas.gov](mailto:hazcomhelp@dshs.texas.gov). All DSHS Hazard Communication Program publications can be found at [dshs.texas.gov/hazcom/publications.aspx](https://dshs.texas.gov/hazcom/publications.aspx).

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