

Resources & Contact Information

Scan QR code for easy access to further information, office contact details, forms, and direct contact options:



Understanding Your Rights and Responsibilities in the Workplace

Understanding Workers' Compensation

The Division of Industrial Affairs supports your efforts to provide a fair and secure workplace. Together, we can ensure that your business not only meets legal requirements but also thrives through an empowered workforce.



DELAWARE DEPARTMENT OF LABOR
DIVISION OF
**INDUSTRIAL
AFFAIRS**

Understanding Workers' Compensation

Workers' Compensation is state-mandated. It helps employees with job-related injuries and illnesses. In Delaware, Workers' Compensation covers medical care and lost wages. It also covers rehab services. It ensures support and protection for both workers and employers.

What to Do If You're Injured on the Job

Seek Immediate Medical Attention

- Your health is the priority. Get first aid or emergency care immediately.
- Notify your supervisor or employer about the incident and your injury as soon as possible.

Report the Injury

- File a written report detailing the incident, even if the injury seems minor. This should be done as soon as possible, typically within 24 hours.
- Documentation is key. Include the time, date, nature of the injury, and how it occurred.

Know Your Medical Provider Options:

- Understand who the approved healthcare providers are, contact the Office of Workers' Compensation, HCPaymentQuestions@Delaware.gov
- For emergencies, you may go to the nearest emergency facility.
- To contact the Office of Workers' Compensation, please call our main number and be directed to the office in your area.
(302) 761-8200

Your Rights as an Employee

Right to Medical Care: Get the treatment you need for work injuries. Delaware law allows you to choose from a list of certified healthcare providers.

Right to Fair Compensation: Receive benefits for lost wages, medical expenses, and rehabilitation services if you cannot work due to an injury.

Right to Return to Work: Secure your job when you recover. If you can't do your old job, services are available to assist with job openings and training. Contact the Department of Labor for more information.

Right to Be Free from Retaliation: You are protected against employer retaliation for filing a workers' compensation claim.



Your Responsibilities as an Employee

Compliance with Safety Protocols: Follow all safety guidelines and engage with provided safety training to prevent workplace injuries.

Report injuries to your employer right away: Tell the truth about the incident. This will help the investigation. Attend all medical appointments. Follow the treatment plan for a fast recovery. Keep detailed records of the injury and treatment. Also, note your communications with your employer and any expenses.

Legal Consequences of Not Following Procedures

For Employees:

Failing to report an injury on time may result in denying workers' compensation. Giving false information or not following treatment can lead to loss of benefits. It can also lead to legal action.

For Employers:

Employers who do not provide safe working places may face fines. They must also follow state workers' compensation laws. If they do not, they may face legal penalties and higher insurance premiums.

Retaliating against employees who file claims can lead to lawsuits. These lawsuits can bring big fines.

If you have any questions about compliance regulations, please contact the Office of Workers Compensation Compliance unit, dol_dia_wc_compliance@delaware.gov.



**WORKERS'
COMPENSATION**