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Retaliation and Whistleblower Protection for Security Guards

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California law generally prohibits an employer from firing, demoting, or otherwise punishing a security guard for reporting a suspected legal violation, an unsafe post condition, or a wage complaint, whether internally or to a government agency.

Why this matters on security posts

Guards are often positioned to notice unsafe site conditions, understaffing, missing licenses, or wage irregularities before anyone else, which puts them at risk of retaliation for speaking up.

California's whistleblower statutes are meant to protect guards who report these issues in good faith, whether to a supervisor, BSIS, Cal/OSHA, or the Labor Commissioner.

Key retaliation protections

Protection	Covers	Source
General whistleblower protection	Reporting a suspected violation of law to an employer or agency	Labor Code 1102.5
Wage claim retaliation protection	Filing or threatening to file a wage claim	Labor Code 98.6
Safety complaint protection	Reporting unsafe working conditions	Labor Code 6310
Licensing complaint protection	Reporting unlicensed activity or license violations	Business & Professions Code (PSA provisions)

Examples of retaliation to document

- Sudden schedule cuts or post reassignment shortly after a complaint
- Termination following a report to BSIS, Cal/OSHA, or the Labor Commissioner
- Written warnings that appear only after the guard raised a wage or safety issue
- Threats to report immigration status or otherwise intimidate the guard

What to do if retaliation is suspected

Keep a written timeline of the report made and any negative employment action that followed, along with copies of relevant emails, texts, or schedules.

Research and education only

This page is for research and education about retaliation protections under California law and is not legal advice. Summit Force Security Group is not a law firm and does not provide legal representation.

A guard who believes they have faced retaliation should contact the California Labor Commissioner's Office, Cal/OSHA, or a licensed California employment attorney.

Quick answers

Can I be fired for reporting an unsafe post to my employer?

California law generally prohibits retaliation for good-faith reports of unsafe working conditions or suspected legal violations.

Does it matter if I reported the issue internally rather than to a government agency?

No, Labor Code 1102.5 generally protects internal reports to a supervisor as well as reports to outside agencies.

Am I protected if I file a wage claim against my employer?

Yes, Labor Code 98.6 specifically protects employees from retaliation for filing or threatening to file a wage claim.

What should I do if I think I was retaliated against?

Document the timeline and evidence, then consider filing a retaliation complaint with the Labor Commissioner's Office.

Is there a time limit to file a retaliation complaint?

Yes, retaliation complaints generally have filing deadlines, so a guard should act promptly and check current limits with the Labor Commissioner's Office.

Primary sources — read the official text

Labor Code Section 1102.5	California Legislative Information	https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=1102.5.&lawCode=LAB
Labor Code Section 98.6	California Legislative Information	https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=98.6.&lawCode=LAB
Labor Code Section 6310	California Legislative Information	https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=6310.&lawCode=LAB
Retaliation Complaint Info	California DIR / DLSE	https://www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm

Whistleblower Protection Program	U.S. Department of Labor / OSHA	https://www.whistleblowers.gov/
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