# The Complete US Workplace Emergency Preparedness & Response Kit



Emergency preparedness in the US is shaped by a mix of federal OSHA requirements, FEMA guidance, and in some states, additional “state plan” rules that go beyond the federal baseline. An emergency action plan that satisfies OSHA’s 1910.38 standard might be fine in a federal jurisdiction—but if you operate in California, Washington, or another state with its own occupational safety agency, there may be extra boxes to tick. This table pulls together the core duties under federal law, plus key considerations for state plan states, so you can see what’s required and where you may need to go further. Always verify the details against your state’s regulations, as enforcement and expectations can vary.