



4.17 Scent-Free Workplace Policy

Intent

The employer has adopted this policy to address health concerns related to the use of scented products in the workplace.

Scope

This policy applies to all employees, always and without exception.

Unionized employees are requested to refer to their current Collective Agreement for specific information pertaining to a scent-free workplace. Where the Collective Agreement is silent, bargaining members shall refer to the contents of this policy. In situations where the directions of this policy cover issues also in the Collective Agreement, the Collective Agreement will be the final authority.

Guidelines

The employer prohibits the use of any scented products as they may cause adverse physical effects that threaten the ongoing comfort, health and safety of our staff, clients, guests, and the public at large. Allergic and asthmatic individuals as well as those with other conditions, report that certain odours even in the smallest amounts, can trigger an attack during which some or all the following symptoms may occur:

- Headaches
- Dizziness
- Light-headedness
- Nausea
- Fatigue
- Weakness
- Insomnia
- Malaise
- Confusion
- Loss of appetite
- Depression
- Anxiety
- Numbness
- Upper respiratory symptoms
- Shortness of breath
- Difficulty with concentration
- Skin irritation



The severity of these symptoms can vary. Some people report mild irritation while others are incapacitated and/or may have to give up many 'normal' activities to avoid exposure (such as going to public places). Employees are requested to refrain from utilizing overly scented varieties of the following products, please note this list is not exhaustive:

- Shampoo & conditioner
- Hairspray
- Deodorants
- Cologne & aftershave
- Body spray & perfume
- Lotion & cream
- Potpourri
- Industrial and household chemicals
- Soap
- Cosmetics
- Air freshener & deodorizer
- Oils
- Candles
- Some types of garbage bags