

## **DRAFT: Workplace Policy on Fragrances**

Recognizing that fragrances contained in many products can trigger or exacerbate asthma symptoms and other medical conditions in sensitive populations, and recognizing its responsibility to ensure the safety and comfort of all staff, (clients, students, patients), and visitors, the (employer) hereby adopts the following policy regarding fragrances:

1. The (employer) recognizes that although science is not yet definitive regarding the relationship between fragrances and health, sufficient evidence of potential harm exists to take action.

2. Definitions:

**“Fragrance”** refers to a scent that is perceptible to other persons in the immediate vicinity.

**“Fragrance Product”** means a product specifically manufactured to impart a scent into the air, including perfumes, colognes, after-shaves and air fresheners.

**“Scented Products”** are products intended for other purposes which also contain an artificial fragrance. Examples would include body lotions, shampoos, fabric fresheners, laundry products and cleaning products.

3. No Fragrance Product shall be permitted inside (employer) facilities. Staff, (clients, students, patients), and visitors shall be requested to limit or eliminate their use of Scented Products in consideration of those who are sensitive to the chemicals contained in such products. Air fresheners with artificial fragrances are specifically prohibited.

4. The (head of facilities) shall direct the placement of signs notifying staff, (clients, students, patients), and visitors of this policy at conspicuous locations at all (employer) facilities. All staff shall be given copies of this policy, and it shall be referenced in all notices, programs, calendars and on the (employer) web site.

5. This policy shall take effect on \_\_\_\_\_ and shall apply to all persons entering (employer) facilities, including (clients, students, patients), staff and visitors.