



The Western School Division values all of its employees, students, caregivers and community partners. Due to health concerns arising from exposure to scented products, and in an effort to support a healthy, safe educational environment for all, the Division has created a "Scent Awareness Program".

The Division recognizes that exposure to strong scents and fragrances may cause discomfort, and may affect the health of some individuals.

PROCEDURES

DESCRIPTION

- 1.1.0 Scent/fragrance sensitivity is the inability to tolerate exposure to scent/fragrance in the environment.
- 1.2.0 Scents/fragrances in the workplace such as perfumes, colognes, air fresheners, paints, flowers, air deodorizers, aerosol sprays and cleaning products may trigger a variety of reactions for an individual. Symptoms and reactions may range from mild to severe, including, but not limited to:

- Watery eyes
- Sneezing
- Coughing
- Dizziness
- Nausea
- Fatigue
- Shortness of breath/breathing problems
- Loss of concentration
- Asthma
- Migraines
- Heaviness in the chest
- Hypertension
- Anaphylactic reaction

DIRECTION

- 2.1.0 To provide an environment that supports teaching and learning, all persons entering a Western School Division facility or bus should minimize the use of all scented products.

COMMUNICATION & EDUCATION

- 3.1.0



4.2.0 It is the joint responsibility of all employees, parents/guardians, and students to support the Scent Awareness Program.

4.3.0 It is the responsibility of employees to inform the employer in writing if they have medical issues pertaining to scents and fragrances. An employee with medical concerns about scents or fragrances should advise their immediate supervisor. Employees who have health issues pertaining to scents are to submit w 4fesupportss(v)11(di)5(c)6(a)2d10(u(di)un e)-3(ps6(e)8)10(.5(t)3 nF6(o)25(.).4