

## NO PERFUME/SCENT-REDUCED POLICY

Section: 8 – Occupational Health & Safety	Policy No: 8.11
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Employees covered: All Employees	Effective: July 1, 2015
Subject: No Perfume/ Scent-Reduced Policy	Authorized: <i>John J. Lewis</i>

A number of students and employees experience sensitivity to the chemicals contained in perfumes, colognes and other heavily scented products. Reaction may include rashes, headaches, nausea, coughing, muscle or joint pain. Debilitating reactions include migraines and asthma.

### Policy

To create a healthy environment for work and study, the University encourages faculty, staff, students and visitors to use unscented products such as deodorant, soaps and shampoo. The use of perfume, cologne and other fragranced products is not permitted.

Prohibited products include:

Perfume	Perfumed body creams or body sprays
Cologne	Body oils
After shave	Scented hair sprays
Perfumed hand cream	

### Background

The Joint Occupational Health and Safety Committee (JOHSC) recognizes the need to maintain an indoor environment that supports the University community at work, study and leisure. Some members of our University community have negative and unhealthy responses to scented products used by others.

It is the aim of the JOHSC to minimize exposure to chemicals. The JOHSC understands that chemicals are a part of our modern society and that some exposure to them is likely and unable to be controlled.

The overall aim of education campaigns is to have University community members develop an appreciation of how scented personal products may adversely affect others and thereby

voluntarily agree to avoid or minimize their use of scented personal care products.

## Procedures

JOHSC holds an annual awareness and education campaign aimed at students, staff, faculty and visitors. The information is provided in brochures, calendars, educational sessions and other media to assist the University community in coming to an understanding of the issue. Additionally, signs are posted throughout campus reminding the community of this policy.

1. Please be a good role model. Comply with the policy.
2. Faculty are encouraged to raise the policy early in the semester with each class. Include this information in your syllabus to set the tone for the class.

Support students who speak with you about problems they may encounter in the classroom.

If a student is wearing perfumed products, speak to them one-on-one and encourage them to comply with the policy.

3. Students are encouraged to support fellow students who are sensitive to scented products. In a class or lab, speak with your instructor or professor and ask them to remind all students of the University policy.

Students may also speak with their Students' Union (CBUSU).

4. Employees are encouraged to talk about the policy with colleagues and co-workers and encourage everyone to comply. Bring non-compliance to the attention of the employee's manager or dean.
5. If you wear perfume, cologne, or other heavily scented products and someone talks to you about it, this isn't about you. This is about the effect scent is having on their health and life.

Cape Breton University supports education, respect, and encourages all members of the university community to comply with this policy. If there is no co-operation, to protect the health of students, faculty and staff, disciplinary action may be used.

Implementation date:	July 2005
Revised:	June 2011 April 2015
Next Review:	2018