

STAFF AND HUMAN RESOURCES POLICY

7.0

Policy Title: Scent Sensitivity

Last Approved: February 2025

BACKGROUND

The Association supports a scent sensitive environment.

APPLICATION

This policy applies to all employees and visitors at Association offices and events.

POLICY STATEMENT

Employees and visitors are asked to be mindful of the use of strong scented products and materials due to the impact they have on people with allergies or sensitivities to scent. To limit exposure everyone is encouraged to:

- Use non-scented body products (e.g. perfume, cologne, lotions, scented hair products, etc.);
- Refrain from the use of items that give off scents (i.e. any type of air fresheners, flowers, candles, etc.); and
- Use the least toxic cleaning products, disinfectants and paints that are commercially available and store these products in tightly closed, ventilated areas away from employees and visitors.

Where it is known that a person with a scent sensitivity is attending the office or event, the Association will communicate the expectation that people refrain from using scented products that may cause an allergic or scent sensitivity response.

If an individual requires medical accommodation for scent sensitivity or allergy, please refer to policy #6 – Duty to Accommodate.

REFERENCES

The Saskatchewan Human Rights Code, 2018

The Saskatchewan Employment Act, Part III Occupational Health and Safety”

“The Occupational Health and Safety Regulations, 2020”

HR Policy 3.0 – Occupational Health and Safety

HR Policy 6.0 – Duty to Accommodate.