

How to Handle 'Scent-Sensitive Situations'

For Dufferin-Peel Catholic District School Board Employees

If you are an employee who suffers reactions to scented products and there are scents in your workplace that cause you discomfort or to have a reaction, you might do the following:

- Inform students/peers/supervisors that the Board has a scent sensitivity awareness campaign (it would be helpful for you to remind students of the awareness campaign at the first class of each term.)
- Direct them to the above website so they can learn more.
- Whenever discussing this issue remember not to be confrontational or hostile, and focus on the fact that someone's comfort or health may be impacted.
- Ask those involved to become part of the solution and refrain from using/wearing the offending scented products in the school or work environment.
- If the situation persists and if you feel comfortable, you could discreetly approach him or her directly. Explain the impact that scented products have on you personally.
- Indicate what the problem is — what you think you are reacting to and explain what kind of reactions the fragrance triggers. Ask them to review the website and consider the advice it gives regarding scented products in the workplace.
- If you feel that direct contact with the scent would worsen your reaction or if you don't feel comfortable approaching the person wearing the scent, approach your immediate supervisor and ask that they speak to the person about the matter.

For further advice about dealing with your issues or concerns that relate to scent sensitivity in the workplace, please contact the Health and Safety Department, the Health Promotion and Wellness Department or a representative of your employee association.

If you are a person who is wearing a scented product(s) and you are approached by another person:

- Do not take the request to refrain from using scented products as a personal affront — this is about the impact of scents on people, not about you.
- Become informed and work with others to find out what product or products are causing the reaction.
- Become part of the solution and consider switching to fragrance-free products.
- Whenever discussing this issue remember not to be confrontational or hostile, and focus on the fact that someone's comfort or health may be impacted.