

List of Fragrance Free Policies and Templates

TABLE of CONTENTS

[GOVERNMENT/MUNICIPALITY](#)

[HOSPITAL / MEDICAL CENTERS](#)

[SCHOOL / UNIVERSITY](#)

[BUSINESSES STAFF & CLIENTS](#)

[RESOURCES](#)

[TOOL KITS](#)

[BONUS SECTION](#)

[FUN FACT](#)

GOVERNMENT/MUNICIPALITY

The Invisible Disabilities Association

(About the **CDC's** implemented Fragrance Free Policy)

“The U.S. Centers for Disease Control and Prevention (CDC) has been following a fragrance-free policy as part of its “Indoor Environmental Quality Policy” since 2009. This clearly sets the stage for other public institutions to follow suit. The policy has been instituted in all of the CDC’s offices, affecting more than 15,000 employees nationwide.”

LINK: [US Centers for Disease Control Follows Fragrance-Free Policy - Invisible Disabilities® Association](#)

CDC, INDOOR ENVIRONMENTAL QUALITY POLICY, CDC-SM-2009-01, ISSUE: 6-22-2009, page 9 (PDF)

<https://aessra.org/resources/CDC%20Indoor%20Environmental%20Quality%20Policy.pdf>

U. S. ADA Access Board

LINK: <https://www.access-board.gov/>

“The Access Board has a fragrance-free environment policy and requests that all attendees refrain from wearing perfume, cologne, and other fragrances and use unscented personal care products.”

Arlington County Sheriff Office, Virginia

Fragrance Free Courthouse, Detention Facility and Vehicles

LINK: [PDF](#)

Town of Shutesbury, Massachusetts

Fragrance Free Meetings

LINK: <https://www.shutesbury.org/fragrance>

Town of Truro, Nova Scotia

Scent Reduction Policy

LINK:

<https://www.truro.ca/government/policies/380-scent-reduction-policy-2012-02/file>

Halifax Regional Municipality

Human Resources | Scent Reduction Workplace Initiative

LINK:

<https://cdn.halifax.ca/sites/default/files/documents/about-halifax/ScentReductionWorkplaceInitiativePolicy.pdf>

State of Oregon, Department of Veterans Affairs

Position Description, VHLP, Personnel Policy, Essential job functions

LINK: [PDF](#)

Oregon Police Department, Records Division

Fragrance Free Policy **LINK:** [PDF](#)

City of Portland, Oregon

Fragrance in the workplace [PDF](#)

LINK:

<https://www.portland.gov/policies/human-resources-administrative-rules/employee-behavior-expectations/hrar-403-dress>

Jefferson City Parks and Recreation Commission

Patrons Fragrance Free Policy

LINK: https://www.jeffersoncitymo.gov/parksabout_us/policies_and_procedures.php

Massachusetts Department of Public Health

“Clean Air is Odor-free: Removing Fragrances to Improve Indoor Air Quality in Schools and offices

LINK: <https://www.mass.gov/lists/indoor-air-quality-guidelines>

*

American Lung Association

Sample Employer Policy

LINK: <https://action.lung.org/site/DocServer/fragrance-free-workplace.pdf>

U.S. Department of Labor, Job Accommodation Network

Fragrance Sensitivity

LINK: <https://askjan.org/disabilities/Fragrance-Sensitivity.cfm?>

Ottawa Public Health

Sample Workplace/Business Policy Template

LINK:

https://www.ottawapublichealth.ca/en/professionals-and-partners/resources/Documents/Workplace/sp_fragrance_en.pdf

Connecticut Department of Health

IAQ Information & Resources

LINK:

<https://portal.ct.gov/dph/Environmental-Health/Environmental-and-Occupational-Health-Assessment/Indoor-Environmental-Quality--IEQ#fresh>

Last Updated (Hospital/Medical Center) 14 November 2025

California Department of Public Health

Model Fragrance-Free Workplace Policy

LINK: [Model Fragrance-Free Workplace Policy Work-Related Asthma Prevention Program \(WRAPP\)](#)

California Department of Public Health

Fragrances & Work-Related Asthma

LINK:

<https://www.cdph.ca.gov/Programs/CCDCPHP/DEODC/OHB/WRAPP/Pages/Fragrances.aspx>

California Department of Public Health

FRAGRANCES AND WORK-RELATED ASTHMA: INFORMATION FOR WORKERS

LINK:

<https://www.cdph.ca.gov/Programs/CCDCPHP/DEODC/OHB/WRAPP/CDPH%20Document%20Library/FragranceWorkersEnglish.pdf>

Canadian Centre for Occupational Health and Safety

Sample Questions they cover: What is an example of a policy?

What steps should I take when implementing a scent-free policy in the workplace?

Are there laws in Canada that cover environmental sensitivities?

“Yes. Accommodation is required under the federal and provincial Human Rights Acts. Please contact your local [human rights commission](#) for more information. Employers should be aware that there are differences between individuals, and build these concepts into their workplace standards or policies as proactively as possible.”

LINK: [Scent-Free Policy for the Workplace: OSH Answers](#)

Canadian Center for Occupational Health & Safety, Scent-Free Policy Workplace

LINK: https://www.ccohs.ca/oshanswers/hsprograms/scent_free.html

Canadian Centre for Occupational Health and Safety

“Be Scent Free” Canadian Scent Free Poster download

LINK: <https://www.ccohs.ca/products/posters/scentfree/>

Maine, State Of, Department of Corrections,

Limited use of Fragrant Products Policy 1.25

LINK: <https://www.maine.gov/corrections/policies/>

U.S. EPA

Safer Choice Criteria for Fragrance Free Label

LINK: <https://www.epa.gov/saferchoice/safer-choice-criteria-fragrance-free-products>

Last Updated (Hospital/Medical Center) 14 November 2025

Newfoundland and Labrador Canada, Treasury Board Secretary
Scent Policy

Link: <https://www.gov.nl.ca/exec/tbs/working-with-us/scent/>

Missouri Governors Council on Disability

Fragrance-Free Policy

LINK: <https://disability.mo.gov/gcd/files/GCDFragranceFreePolicy.pdf>

HOSPITAL / MEDICAL CENTERS

Alliance for Healthier Communities, Toronto, ON

Scent Free Policy

LINK: <https://www.allianceon.org/scent-free-policy>

Barsanti Dental Group, Arcata, CA, Common Questions, Do you have a fragrance policy? Common Questions #4

Fragrance-Free Policy

LINK: <https://www.barsantidds.com/common-questions/>

Baystate Health, Massachusetts

Fragrance Free Policy

LINK: [PDF](#)

Brant Community Healthcare System, Ontario

Fragrance Free Environment/ Workplace

LINK: [PDF](#)

Breakspear Medical Group, UK

Becoming scent-free

“We kindly request that all our patients and visitors practise ‘scent-free’ when visiting the clinic. Keeping your scent to a minimum ensures we can provide optimum health care, making sure everyone feels safe in an odourless environment”.

LINK: <https://www.breakspearmedical.com/patient-information/becoming-scent-free/>

Brigham and Women’s Hospital, Massachusetts, [PDF](#)

Healthy Environment, Fragrance-free Policy

LINK:

<https://www.brighamandwomens.org/patients-and-families/patients/healthy-environment>

BWH Bulletin, August 17, 2001

“In an effort to support a healthy and comfortable environment for patients and staff, BWH has implemented a fragrance-controlled work place policy.”

LINK: <http://www.bwhpublicationsarchives.org/DisplayBulletin.aspx?articleid=1443>

Birth Wellness, Midwifery, Tennessee

Fragrance Free Policy

“We have a fragrance-free policy in place at Birth Wellness that protects the health of mothers, providers and, especially, newborn babies.”

LINK: [PDF](#)

Capital Health, NKA Nova Scotia Health

Last Updated (Hospital/Medical Center) 14 November 2025

Scent Reduction Policy

LINK: [PDF](#)

David Thompson Health Region, Alberta, CA

Scent Free Workplace

LINK: [PDF](#)

Eastern Health, Newfoundland

Scent safety

<https://www.easternhealth.ca/about-us/policies/>

Gig Harbor Foot and Ankle Clinic, Gig Harbor, WA

“Fragrance Free Clinic” at bottom of website

LINK: <https://gigharborfootandankleclinic.com/our-clinic.html>

Haldimand War Memorial Hospital, Dunnville, Ontario

Scent Free Policy

LINK:

<https://www.hwmh.ca/wp-content/uploads/2022/07/Scent-Free-Policy.pdf>

Hanover District Hospital, Accessibility Plan

Scents are a one-line in their accessibility plan but not mentioned in visitors and patients info. 28) a "no-scent" policy implemented and signage posted.

LINK:

[https://www.hanoverhospital.on.ca/uploads/Common/Accessibility%20Plan%20-%20202021%2022%20-%202025%2026.pdf](https://www.hanoverhospital.on.ca/uploads/Common/Accessibility%20Plan%20-%202021%2022%20-%202025%2026.pdf)

Hennepin Healthcare System Revised (12/19/2017) Minneapolis, MN

Creating a Scent & Fragrance Sensitive Environment

“To create an environment for patients, visitors, staff, providers, and vendors that minimizes the potential for adverse health reactions due to scents and fragrances in the environment.”

LINK:

<https://www.hhrinstitute.org/wp-content/uploads/Creating-a-Scent-Fragrance-Sensitive-Environment.pdf>

Invisible Disabilities Association

Model for Fragrance Free Health Care Policy, resources

<https://invisibledisabilities.org/environmental-illness/fragrance-free-healthcare/>

Kaiser Permanente, Oakland, CA

Fragrance Free Workplace Policy

Last Updated (Hospital/Medical Center) 14 November 2025

LINK: [PDF](#)

Kingston General Hospital Policy, Canada

Scent Sensitive Environment

<http://web.archive.org/web/20180203053216/http://radiology.queensu.ca/education/radiology/handbook/scent>

Kingston Health Science Centre, Ontario

Scent Sensitive Environment

“Due to health concerns arising from exposure to scented products, the organization has instituted a scent sensitive environment policy in an effort to provide a healthy and safe working, learning, teaching, and caring environment for everyone.”

https://kingstonhsc.ca/sites/default/files/legacy/documents/basic-page/scent_sensitive_environment.pdf?

London Health Sciences Centre, London, Ontario

Scent Free Policy

LINK: <https://www.lhsc.on.ca/mental-health-care-program-adult/facility-guidelines?>

Massachusetts Nurses Association

Fragrance-Free Information

LINK: <https://www.massnurses.org/2006/04/15/fragrance-free-information/>

McCausland Hospital, North of Superior Healthcare Group, Canada

LINK: <http://www.nosh.ca/scent-free>

Middlesex Hospital Alliance, Ontario

Fragrance Reduced Environment

LINK: <https://mhalliance.on.ca/patients-visitors/while-you-are-here/?>

Mount Sinai Hospital, Joseph and Wolf Lebovic Health Complex, Ontario

Scented Product and Fragrances Policy

LINK: [PDF](#)

National Jewish Health, Denver, CO

We are a tobacco and fragrance free campus. Policy for **patients and visitors** is:

<https://www.nationaljewish.org/patients-visitors/visiting-us/prepare-for-your-appointment/guidelines-for-your-stay>

Employee Handbook Policy: “For the health and safety of our patients, visitors, employees and volunteers, National Jewish Health is a tobacco and fragrance-free campus.”

Last Updated (Hospital/Medical Center) 14 November 2025

<https://www.nationaljewish.org/patients-visitors/visiting-us/campus-services-facilities>

Newfoundland and Labrador's University,

Faculty of Medicine's Scent-Free Program

<https://www.mun.ca/medicine/faculty-and-staff-resources/administrative-services/health-and-safety/scent-free-program/>

North Bay Regional Health Center, Ontario

LINK: <https://nbrhc.on.ca/patients-visitors/patient-information/patient-safety/?>

Poster "Be Air Aware"

LINK: <https://nbrhc.on.ca/.../10/scentfree-poster-bilingual.pdf>

Northeast Allergy, Asthma, & Immunology, Massachusetts

There is a sign on the door stating no wearing of perfume, cologne, or any other fragranced products are allowed to be worn here.

Nova Scotia Health Authority

Integrated Chronic Care Service (ICCS) Scent-free Information

<https://www.nshealth.ca/sites/default/files/documents/pamphlets/1933.pdf>

~~Fragrance free resource binder~~

~~**LINK:** <https://www.nshealth.ca/publications/primary-health-care>~~

~~**LINK:** <https://www.nshealth.ca/files/nsha-fragrance-free-resource-binder.pdf>~~

Peterborough Regional Health Centre, ICU PRHC, Ontario

Intensive Care Unit ICU "the unit is a scent free environment"

LINK: <https://www.prhc.on.ca/healthcare-services/intensive-care-unit-icu/?>

St. Joseph's Healthcare Hamilton, Ontario

Scent-free facility

LINK: <https://www.stjoes.ca/patients-visitors/your-visit-or-stay/preparing-for-hospital?>

St Mary's General Hospital, Ontario

Scent-free environment

LINK:

<https://www.smgh.ca/areas-of-care/surgical/stmarys-patient-presurgical-booklet.pdf?>

Sunnybrook Health Sciences Center

LINK: <https://sunnybrook.ca/content/?page=care-safety-scent>

The Carpenter Hospice

Carpenter Hospice is a fragrance-free area

LINK:

Last Updated (Hospital/Medical Center) 14 November 2025

<https://www.thecarpenterhospice.com/our-services/inhospice-services/make-a-referral/>

Thunder Bay District Health Unit, Thunder Bay, Ontario

Scent Safe Workplace

<https://www.tbdhu.com/sites/default/files/files/resource/2016-05/Scent%20Safe%20Workplace%20TBDHU%20Policy.pdf>

Thunderbay Regional Health sciences, Ontario

Scented Products

LINK: <https://tbrhsc.net/home/information-services/scented-products/>

University Health Network, Toronto

Toronto General, Toronto Western, Princess Margaret, Toronto Rehab, Michener Institute

Smoke-Free and Scent-Free

LINK: https://www.uhn.ca/OurHospitals/Pages/smoke_scent_free_UHN.aspx?

University of California, San Francisco

Scent & Fragrance Free Statement

“UCSF Health is scent and fragrance free. Many of our patients and employees are sensitive to strong scents. We ask that you refrain from wearing perfumes/colognes, using scented hand lotions, or smelling of secondhand smoke. **Please be advised your appointment may need to be rescheduled.**”

LINK:

<https://hr.ucsf.edu/wellbeing/occupationalhealth/about/locations#paragraph-14931>

Wellspan Health, Health System, Pennsylvania

Personnel:

LINK:

<https://www.wellspan.org/news/story/wellspan-adopts-tobacco-free-nicotine-free-hiring-policy/N4589>

LINK:

<https://www.wellspan.org/medical-professionals/wellspan-nurse-practitionerphysician-assistant-clinical-rotations-online-application/>

Outpatient Services:

LINK:

https://www.wellspan.org/media/2167451/New-Patient-Packet-for-WPH-Adult-Outpatient-Services-York-and-Adams-Co_1019.pdf

LINK:

<https://www.wellspan.org/media/4202/bhs-pre-admission-packet-adult-07-16-13.pdf>

LINK:

<https://www.wellspan.org/offices-locations/wellspan-surgery-rehabilitation-hospital/patient-services>

Last Updated (Hospital/Medical Center) 14 November 2025

[nt-rooms/](#)

Women's College Hospital, Toronto, Patient Safety

LINK: <https://www.womenscollegehospital.ca/patient-safety/>

Women's College Hospital, Toronto

Fragrance Free Policy Staff

LINK:

https://www.greenhealthcare.ca/images/publications/WCHFFS_Staff_Orientation_final.pdf

SCHOOL / UNIVERSITY

American Lung Association

Sample School Policy

LINK:

<https://www.lung.org/getmedia/48b739a7-f1b4-41c1-8082-cd7e9bb08151/sample-fragrance-free-school-policy.pdf.pdf>

Albany Unified School District, Regulation 3514, Berkeley, California

LINK: <https://simbli.eboardsolutions.com/Index.aspx?S=36030672>

Anglophone West School District, CA

LINK: <https://asdw.nbed.ca/policies/scent-reduced-working-and-learning-environment/>

American Federation of Teachers Unions

LINK: <https://www.aft.org/health-safety-all/indoor-air-quality>

LINK: https://www.aft.org/sites/default/files/media/2014/fs_perfumes0808.pdf

“The AFT and other unions have worked with administrators to adopt “Scent-free” workplace policies to protect those who are sensitive to perfumes and scents.”

Anchorage School District, Alaska

Fragrance Sensitivity: Impact to learning and working

LINK: <https://www.asdk12.org/Page/3096>

Bay Path University

Graduate Programs

“Fragrances are inappropriate in all medical setting.”

http://s3.amazonaws.com/baypath/files/resources/student_handbook_15-16-40615.pdf

Bay View High School, Halifax Regional Center for Education

Scent Smart Policy

LINK: <https://bvh.hrce.ca/sjm/policies-procedures/scent-smart-policy>

Bay Mills Community College

Fragrance Free Policy

LINK:

https://www.bmcc.edu/sites/default/files/500.106_fragrance_free_environment_policy.pdf?

Brandon School Division, Manitoba, Canada,

Scent Controlled Facilities

LINK: <https://www.bsd.ca/page/8436/admin-procedures>

Last Updated (Hospital/Medical Center) 14 November 2025

California Department of Public Health

Cleaning for Asthma-Safe Schools Project: Avoid Products with Fragrances

LINK:

<https://www.cdph.ca.gov/Programs/CCDCPHP/DEODC/OHB/WRAPP/Pages/CLASS-Guide.aspx?>

LINK:

<https://www.cdph.ca.gov/Programs/CCDCPHP/DEODC/OHB/WRAPP/CDPH%20Document%20Library/CLASSguidelines.pdf>

Cambridge School of Visual & Performing Arts, UK, No Perfume

LINK: [PDF](#)

Canadians for a Safe Learning Environment

LINK: <https://casle.ca/school-scent-free-programs/?>

Challenge Charter School, Glendale, Arizona

Environmental Health Policy, Page 55

LINK: <https://www.challengecharterschool.net/families/policy-handbook>

Emory University, Georgia, HERCULES, Exposome Research Center

LINK: <https://emoryhercules.com/news/fragrance-free/>

Evergreen State College, Olympia, Washington

Air Quality

LINK: <https://www.evergreen.edu/policy/airquality>

Fargo Public Schools [PDF](#)

LINK:

<https://www.fargo.k12.nd.us/cms/lib/ND01911460/Centricity/domain/222/substitute%20docs/Substitute%20Handbook%20-%20Teacher.pdf>

Fresno Unified School District, Board of Education, California

Resolution in Support of Encouraging a Fragrance Free Environment for Employees, Students and Visitors

LINK: <https://board.fresnounified.org/june-12th-2019/>

Healthy Schools Network, Green Cleaning for Healthy Schools Toolkit, Model Fragrance-Free Policy

LINK:

[ealthy-https://healthyschools.org/green-cleaning-healthy-products/green-cleaning-for-h.schools-toolkit/](https://healthyschools.org/green-cleaning-healthy-products/green-cleaning-for-h.schools-toolkit/)

Last Updated (Hospital/Medical Center) 14 November 2025

Healthy Schools Pennsylvania

The Air We Breathe: The Case for Fragrance-Free Schools

LINK:

<https://healthyschoolspa.org/wp-content/uploads/2017/10/WHE-Fragrance-Free-Schools-Toolkit.pdf>

Jefferson City School District, Board Policy Manual

Student Allergy Prevention and Response

LINK:

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=117&revid=a7fcWkplusRMcytU8OzMxceVg==&ptid=amlgTZiB9plushNjl6WXhfiOQ==&secid=p6v70fD4K8ukRv6vtplusTtSg==>

Jefferson City School District, FF Statement [PDF](#)

LINK: <https://www.jcschools.us/Page/9682>

Lake Elsinore Unified School District, California

Fragrances in the Workplace – Environmental Safety; Employee Handbook

LINK:

<https://4.files.edl.io/c819/08/21/20/215924-dac1452f-d88b-47c8-89bc-cd3c0fd94363.pdf>

Loyalist College of Applied Arts & Technology, Ontario, Canada

Share the Air, Be Scent Smart

LINK:

<https://www.loyalistcollege.com/wp-content/uploads/2021/03/OHS-010-Share-the-Air-A-ppendix-B-FAQ.pdf>

Memorial University, Faculty of Medicine, Scent-Free Program

LINK:

<https://www.mun.ca/medicine/media/production/medicine/documents/Scent-Free-Program-Documents-MUN-FoM.pdf>

Minnesota Schools H.F. No. 2148, as introduced – 85th Legislative Session (2007-2008)

Fragrance Free Schools Pilot

LINK: <https://www.leg.state.mn.us/docs/2008/mandated/080128.pdf>

North Seattle Community College, Seattle, Washington

Indoor Air Quality

LINK: <https://northseattle.edu/policies/indoor-air-quality>

Odyssey Charter School

LINK:

<https://www.odysseycharterschool.com/policies/7005-Fragrance-Free%20Policy.pdf>

Palms Middle School, Los Angeles, CA

Rules for Aerosols and Scented Lotions

Link:

<https://palmsms.lausd.org/apps/news/article/1961261#:~:text=Students%20may%20not%20use%20body,safety%20rules%20with%20your%20child>

Portland Public School Model Fragrance Free Statement

LINK:

https://www.pps.net/cms/lib8/OR01913224/Centricity/Domain/58/Model_Fragrance_Free_Statement.pdf

Portland State University, Oregon

LINK:

https://docs.google.com/document/d/e/2PACX-1vSA5k2D1Arw7rl9ft3mYBoADNHGZ3AWJ-e7xpd_TF41S1AwYSc1OXd3CYU2I7G85B-tl6W23ErMfk/pub

Queens University, Canada

Scent Free office & Scent Free University Housing

LINK:

<https://www.queensu.ca/eventscalendar/calendar/events/office-365-drop-session-1>

St. James-Assiniboia School Division, Winnipeg, Manitoba, Canada

Accident and Violence Preventions, Scent Awareness

<https://www.sjasd.ca/Governance/PolicyManual/Documents/Section%20E%20-%20Support%20Services/EBB-R-2%20Accident%20and%20Violence%20Prevention%20Scent%20Awareness.pdf>

Silver Lake Elementary, Washington State

LINK:

<https://www.everettsd.org/cms/lib/WA01920133/Centricity/Domain/1852/Student%20Handbook%2011-12.pdf>

Smith College School of Social Work, Massachusetts

LINK: <https://ssw.smith.edu/about/our-school/policies/statement-on-fragrance>

Stanford University Music Program, Chorus

Last Updated (Hospital/Medical Center) 14 November 2025

Fragrance Free Policy

LINK: <https://web.stanford.edu/group/SymCh/nofragrance.html>

The Childsafe School Program (NY)

LINK: <https://www.thechildsafeschool.org/resources>

University of California, San Francisco

Scent & Fragrance Free Statement

LINK:

<https://hr.ucsf.edu/wellbeing/occupationalhealth/about/locations#paragraph-14931>

University of Colorado, Office of Information Technology

LINK: <https://oit.colorado.edu/about-oit/contact-locations/fragrance-free-initiative?>

University of Massachusetts Amherst

“Some buildings at UMass have been designated as fragrance-free”

LINK: <https://ehs.umass.edu/air-fresheners-and-indoor-air-quality>

University of New Brunswick, Saint John

Scent Reduction Initiative

LINK: https://unb.ca/saintjohn/security/_assets/_resources/scentreductioninitiative.pdf

University of North Florida

LINK: <https://www.unf.edu/brooks/counseling-center/about.html>

BUSINESSES STAFF & CLIENTS

Able South Carolina, Columbia, SC

Fragrance Free Organization

LINK: <https://www.able-sc.org/fragrance-free-organization/>

Alliance Of Disability Advocates, Raleigh, NC

Fragrance Free

LINK: <https://adanc.org/fragrance-free/>

Arizona Bridge to Independent Living (ABIL)

LINK: <https://ncil.org/abil-environmental-policy/>

Beloved Yoga

LINK: <https://www.belovedyoga.com/studio>

"We do not use essential oils in our space and ask our teachers and practitioners not to use any chemicals or fragrances when attending classes."

The Breitenbush Hot Springs Community

LINK: <https://breitenbush.com/policy>

"We share a fragrance-free environment; no perfumes, scented lotions, shampoos, soaps, etc."

East Bay Meditation Center

LINK: <https://eastbaymeditation.org/resources/fragrance-free-at-ebmc/>

Holistic Home Sweetwater, Scottsdale Arizona

Assisted Living Facility

LINK: <https://holistichomesofaz.com/>

"We use only natural cleaning products, air purifiers throughout the home, and require staff and guests to adhere to our fragrance-free policy. "

Holy Lambs Organics

FF policy for staff was posted about on FB. JPEG Downloaded

LINK: www.holylamborganics.com

Idaho Naturopathic Medicine, Sara Rodgers NMD/ND, C.A

LINK: <https://www.idnatmed.com/fragrance-free-policy?>

Napa Valley Couples Therapy,

LINK: <http://www.napacouplestherapy.com/fragrance-free-policy?>

Oakville Centre for the Performing Arts, Canada

Scent-Free Environment

<https://www.oakvillecentre.ca/live!%20PROGRAM.PDF>

Pinewoods Camp, Inc., Plymouth, MA

Fragrance Free Guidelines

<https://pinewoods.org/camper-info/fragrance-free-guidelines/>

Playwrights Theatre Centre, Vancouver, BC

Scent-Reduced Policy

<https://www.playwrightstheatre.com/about-us/accessibility/>

Roy Thomson Concert Hall, Toronto, Frequently Asked Questions, Concert Experience Question

LINK:

<https://www.tso.ca/concerts-and-events/plan-your-visit/frequently-asked-questions/>

Think Again Training & Consulting

LINK: <https://www.thinkagaintraining.com/about-us/accessibility/>

RESOURCES

American Lung Association

Sample Employer Policy

LINK: <https://action.lung.org/site/DocServer/fragrance-free-workplace.pdf>

Journal of Management & Marketing Research

Fragrance in the workplace: What managers need to know, by Christy De Vader,
Loyola University of Maryland

LINK: <https://aabri.com/manuscripts/09244.pdf>

Society for Human Resource Management

Improve Workplace Air Quality with Fragrance-Free Policies

LINK:

<https://www.shrm.org/ResourcesAndTools/hr-topics/risk-management/Pages/Air-Quality-Fragrance-Free-Policies.aspx>

Society for Human Resource Management

Odors and Fragrances Are Not Welcome at Work

LINK:

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/odorsandfragrances.aspx>

Society for Human Resource Management

Fragrance Sensitivities Raise Bouquet of Legal Issues

LINK:

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/fragrance-sensitivities.aspx>

The Environmental Illness Network

Fragrance Free Policies from around the World!

LINK: [Environmental Illness Network: Fragrance Free Policies from around the World](#)

The National Toxic Encephalopathy Foundation

Extensive List of Fragrance Free Policies

LINK: [National Toxic Encephalopathy Foundation List of Fragrance Free Policies](#)

Ten questions concerning fragrance-free policies and indoor environments, by Anne Steinemann

60 fragrance free policies at the end article

LINK: <https://www.sciencedirect.com/science/article/pii/S0360132319302148>

Canadian Safety Council

Perfume in the Workplace

<https://canadasafetycouncil.org/perfume-workplace/>

TOOL KITS

UCLA, School of Social Sciences, Center for Study of Women, Barbra Streisand Center

Templates, Letters, Signs, Notes to Staff

LINK PDF: [Accessible spaces: A Fragrance Free Toolkit \(for schools and businesses\)](#)

LINK: [CSW.UCLA.EDU.FragranceFreeToolkit Website](#)

Canadian Coalition for Green Health Care, Fragrance Free Implementation Kit Healthcare

LINK:

<https://www.greenhealthcare.ca/images/projects/FragranceFreeImplementationKit.pdf>

Green Healthcare Canada: Fragrance Free Implementation Kit

LINK: <https://greenhealthcare.ca/safer-chemicals/fragrance-free-implementation-kit/>

Healthy Schools Pennsylvania, The Air We Breathe: The Case for Fragrance-Free Schools

LINK:

<https://healthyschoolspa.org/wp-content/uploads/2017/10/WHE-Fragrance-Free-Schools-Toolkit.pdf>

PSAC Awareness Kit on Scent-free Environments

Chemical Sensitivities – Environmental Illness Public Service Alliance of Canada

LINK: https://psacbc.com/wp-content/uploads/2020/07/1018_scent_free_e.pdf

Society Human Resource Management, Fragrance Free Workplace Policy

LINK:

<https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/fragrance-free-policy.aspx>

BONUS SECTION

UL CLEAN AIR CERTIFICATION[3]

To get UL Certified, the building must pass a VOC test.

(The question is: Do they test in bathrooms and closed rooms or small office spaces?)

LINK: [UL Verified Healthy Building Mark](#)

CDC Admits that Fragrance Chemicals are sources of IEQ problems

Indoor Environmental Quality: “Chemicals and related odors can be sources of IEQ problems in buildings.” (air fresheners and other scented products are listed as, “Chemical Contaminant Sources”.

LINK: [Indoor Environmental Quality: Chemicals & Odors | NIOSH | CDC](#)

Canadian Lung Association

LINK: <https://www.lung.ca/lung-health/scents>

Invisible Disabilities Association, Model for Fragrance Free Health Care Policy

LINK: <https://invisibledisabilities.org/environmental-illness/fragrance-free-healthcare/>

National Council on Independent Living: Suggestions for People Going Fragrance Free

LINK: <https://ncil.org/tips-for-transitioning-to-a-fragrance-free-life/>

FUN FACT

Cosmetic Odors are listed as Potentially Hazardous Emissions from Building Occupants.

LINK: [Indoor Environmental Quality: Chemicals & Odors | NIOSH | CDC](#)

States who's Dept of Health recognize the dangers of fragrance

Connecticut Department of Health

LINK:

<https://portal.ct.gov/dph/Environmental-Health/Environmental-and-Occupational-Health-Assessment/Indoor-Environmental-Quality--IEQ#fresh>