



Section 6A: Safe and Inclusive Schools

Policy 6.27.03: Scent Sensitivity in the Workplace

Supporting Policies:

[6.27 Health and Safety Policy](#)

Supporting Procedures:

Scent Sensitivity Procedure

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Occupational Health and Safety Act and Regulations
Ontario Human Rights Code

Approved by Board Resolution #021-2019 02 26

Revised by Board Resolution #064-2024 04 30

Rationale

The Algoma District School Board, as an employer, has a duty to accommodate employees who may be adversely affected or suffer a severe medical reaction when exposed to a certain scent or fragrance. To provide consistent scent sensitive conditions at all facilities and amongst all workplace stakeholders, this policy applies to all locations where the need for an accommodation has been identified. It is understood that, while supporting medical documentation may be needed with respect to the causes and symptoms of a sensitivity, the absence or delay of such documentation does not remove the need for an immediate response. In all cases, the minimum awareness consideration will be applied