

From an environmental sensitivities/multiple chemical sensitivity (MCS) perspective, xxxx is capable of regular employment in a well-controlled environment. Avoidance of fragrances and scented products is mandatory to be able to fulfill the requirements of the job.

Given that environmental sensitivities is a recognized disability according to the Canadian Human Rights Commission (CHRC),<sup>1</sup> xxxx has the right to be accommodated at the workplace, up to undue hardship.

From the limited research on treatment strategies for those with MCS, avoidance of the unique symptom-triggering exposures for each affected individual, as well as of common irritant, sensitizing and toxic substances in home, community, and workplace environments, is the most consistently effective and least harmful management strategy.

Indoor air quality (IAQ) can be improved by appropriate product choices to reduce pollutants and also by increasing ventilation and filtration.

### **Accommodations**

1. A strictly enforced scent-free policy<sup>2</sup> should be initiated, supported, encouraged, monitored, and enforced.
2. A scent-free policy includes products that do not off-gas volatile organic compounds, and are free of fragrances, perfumes, colognes, essential oils, air fresheners and incense, are the least toxic, and are without masking agents.
3. Ensure good air quality/air exchange with adequate filters. Be mindful that air is not drawn in from polluted areas (near smokers, idling vehicles, etc.)
4. Review all products used, including for housekeeping, to make sure that they follow the scent-free policy.
5. The workplace location should be away from high-traffic areas such as restrooms, board rooms, conference rooms, reception areas, photocopiers, and printing and faxing equipment.
6. Enclosed office space with an air purifier and/or a window that can be opened.
7. An accessible washroom in accordance with the scent-free policy
8. Telework
9. any accommodation (including transfers) should be considered on a trial basis, and there must be opportunities to change or adjust the accommodations. Accommodations that seem acceptable at first may be found to be unworkable after a few days or even a few months.

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<sup>1</sup> <https://www.chrc-ccdp.gc.ca/en/resources/publications/policy-environmental-sensitivities>

<sup>2</sup> [http://www.ccohs.ca/oshanswers/hsprograms/scent\\_free.html](http://www.ccohs.ca/oshanswers/hsprograms/scent_free.html)