

BE PART OF THE SOLUTION

- Learn more about MCS and its impacts
- Advocate for fragrance-free policies in your community
- Make your home, workplace, or business fragrance-free
- Talk to decision-makers about accessible environments

Inclusion is everyone's responsibility.

Fragrance-free product choices create safer spaces and protect the health of all.

Learn more at <https://aseq-ehaq.ca> and join the movement for clean air and accessibility.



[HTTPS://ASEQ-EHAQ.CA](https://aseq-ehaq.ca)



L'ASSOCIATION POUR LA SANTÉ ENVIRONNEMENTALE DU QUÉBEC |
ENVIRONMENTAL HEALTH ASSOCIATION OF QUEBEC

Canada

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Accommodations for MCS

Making inclusion possible for people with Multiple Chemical Sensitivity (MCS)



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WHY ARE ACCOMMODATIONS NEEDED

MCS IS A DISABILITY

IT IS INCREASING IN PREVELANCE

MCS is a recognized disability. Over 1.13 million people in Canada are diagnosed with MCS. Serious health symptoms are triggered by chemical exposures found in commonly used conventional products.

Without accommodations, people with MCS are excluded from:

- Workplaces
- Schools
- Medical appointments
- Health and emergency care
- Public services
- Housing and public transportation

This is a human rights issue.
Accessible environments are a legal and ethical necessity.

EXAMPLES OF SIMPLE ACCOMMODATIONS

HOW TO MAKE YOUR SPACE SAFER

Fragrance-Free Policy

- Ask staff and visitors not to wear fragranced products
- Use only fragrance-free soap, hand sanitizer, and cleaning supplies

Air Quality

- Eliminate perfumes, air fresheners, and plug-ins
- Avoid renovations or painting during work hours
- Ensure good ventilation and use lowest-emission materials

Workplace & School

- Allow remote work or study if in-person environments are not accessible
- Offer flexible scheduling and alternate meeting options
- Provide written communication when in-person interaction is not fragrance-free

HUMAN RIGHTS & DUTY TO ACCOMMODATE IS NOT OPTIONAL, IT'S THE LAW

In Canada, people with MCS are protected under human rights laws.

Employers, schools, landlords, and service providers must accommodate.

In 2025, the United Nations Committee on the Rights of Persons with Disabilities called out Canada for **the discrimination and stigma** experienced by the MCS community.