BE PART OF THE SOLUTION

- Learn more about MCS and its impacts
- Advocate for fragrancefree 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.



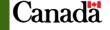
HTTPS://ASEQ-EHAQ.CA







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



Funded in part by the Government of Canada's Social Development Partnerships Program - Disability Component

Accommodations for MCS

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









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HTTPS://ASEQ-EHAQ.CA

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 inperson 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.