

PSAC Policy on Scent-Free Environments

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to participate effectively in order to contribute to the organization's mandate.

In this regard, the Alliance recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our colleagues who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, **the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.**

The policy also requires that, before any union event or function, **anyone suffering from environmental disabilities needs to self-identify with those organizing the meeting, course, or event.**

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

By working together we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.