



To: All District Staff
From: Derek Harris
Lead Agent, Risk Management
Subject: Fragrance Sensitivity

Bulletin No. RM-23-02

August 3, 2022

Fragrance Sensitivity can be either an irritation or an allergic reaction to some chemical, or combination of chemicals in a product. While perfumes and colognes are generally what comes to mind when discussing fragrance sensitivity, it can come from a variety of everyday items including but not limited to toiletries, cosmetics, air fresheners, cleaning products and pesticides.

Fragrance sensitivity may be protected under the American's with Disabilities Act as Amended (ADA). It can adversely affect a person's health and their ability to learn and work. Additionally, it may result in the following symptoms:

- ✓ Dizziness, Light-headedness
- ✓ Nausea, Headaches
- ✓ Weakness, Fatigue
- ✓ Confusion, Anxiety
- ✓ Upper respiratory symptoms, Asthma symptoms
- ✓ Shortness of breath
- ✓ Skin irritation
- ✓ Neurological symptoms

Administrative Regulation 3514, Environmental Safety states in part:

Staff and students shall be asked to refrain from bringing common irritants such as furred or feathered animals, stuffed toys that may collect dust mites, scented candles, incense, or air fresheners, and from using perfume or cologne, scented lotion or hair spray, nail polish or nail polish remover, or other personal care products that are not fragrance-free in classrooms or other enclosed areas or buildings.

Here are a few recommendations: Keep rooms and offices clean; Keep air flowing; Only use District approved cleaning products, **do not** bring your own; Limit the amount of fragrance you use in personal hygiene; Do not use air fresheners or deodorizers.

Please feel free to contact Risk Management should you need additional information at (909)820-7700 Ext. 2110.