

SUPPORT SERVICES

Series 700

Policy Title . . . Fragrance Policy

Code No. 737.1

The Burlington Area School District is a fragrance-controlled district. Fragrance-control ensures the safety and comfort of students, community members and staff. We recognize that exposure to strong scents and fragrances in the environment can cause discomfort, as well as directly impact the health of fragrance sensitive individuals.

The Burlington Area School District defines a fragrance as any product that produces a scent strong enough to be perceived by others, including but not limited to cleaning products, food products, colognes, perfumes, essential oils, lotions, and other personal products.

The Burlington Area School District will encourage staff, visitors and students to refrain from wearing fragrances or introducing fragrances into the Burlington Area School District environment. Employees are strictly prohibited from using air fresheners, scented oils, or scent diffusers in classrooms, common areas or work areas. In cases where employees or students experience medically confirmed fragrance sensitivity Burlington Area School District administration will implement fragrance control guidelines:

Administrative Regulation
Fragrance Policy:

Steps taken to address fragrance sensitivity

1. Remove the offending fragrances.
 - When possible, BASD will try to remove the offending fragrance, especially if the fragrance is unique to the work environment, minimal, and/or BASD has control over it.
2. Remove the employee/student from the area where the fragrances are located.
 - When it is not possible to remove the offending fragrance, BASD may move the employee/student away from the fragrance if feasible.
3. Reduce the employee/student exposure to the fragrance.
 - When BASD cannot remove the offending fragrance nor move the employee/student from where the fragrances are located, BASD will look into other accommodation's to limit the exposure to the fragrance. Ex. Adjust air handlers, etc.....
4. Exhibit a fragrance free building.
 - When all other options have not worked BASD will enforce a fragrance free area or building for the employee/student.

Date of Adoption
December 11, 2017