Policy Type: **Membership**

General Policy: **Scent Free**

HSAA, as an employer and health advocate, is committed to maintaining a healthy working and learning environment.

Medical evidence clearly shows that scented products can be harmful to the health of sensitive individuals. In sufficient concentration scented products may be harmful to those with allergies, asthma or other lung conditions, environmental sensitivity or chronic heart disease.

All HSAA registration forms (Convention, Labour Relations Conference, Workshops) and attendance sign in sheets for meetings will contain the statement:

"The use of scents/fragrances and other highly perfumed products is discouraged. This is out of respect for members and staff who may have allergies, asthma or other lung conditions that may be exacerbated by exposure to perfumed products."

Amended March 2015
Amended December 2020