

Kingston Health Sciences Centre

CORPORATE POLICY MANUAL

Subject: Scent Sensitive Environment

Number: 02-201

Issued by: President and Chief Executive Officer

Page: 1 of 3
Original Issue: 2018.10
Revised: 2025.08

Introduction

Due to health concerns arising from exposure to scented products, the organization has instituted a scent sensitive environment policy in an effort to provide a healthy and safe working, learning, teaching, and caring environment for everyone.

We care for and work with many individuals with lifelong illnesses who can experience significant negative health effects when exposed to fragranced products and will endeavour to accommodate the health needs of scent sensitive individuals in our environment.

Policy

Everyone who works at, receives care from, or visits Kingston Health Sciences Centre (KHSC) is expected to support a scent-sensitive environment. This includes avoiding the use of scented personal products and not bringing scented items onto KHSC premises or into the workplace. Appendix A provides examples of alternative, scent-free product options. While KHSC aims to reduce exposure to scents, some approved scented substances (such as disinfectants and laboratory chemicals) are essential to clinical operations and cannot be fully eliminated. As a result, KHSC promotes a scent-sensitive—not scent-free—environment.

KHSC will use a variety of communication channels - such as signage, the KHSC website, appointment reminders, staff orientation, and other means, to inform current and prospective staff, patients, and visitors of this policy.

Scope

This policy applies to all staff in the workplace, as well as all patients, visitors, and others present on KHSC premises.

Definitions

Affiliates- An individual who is not employed by KHSC but performs specific tasks at KHSC, including contractors or employees of contractors who may be members of a third-party contract or under direct contract to KHSC, departmental assistants, research appointments, and individuals working on KHSC premises, but funded/employed through an external source (i.e. research and university staff on site).

Scented Product: Refers to an added ingredient or chemical that emits a distinctly noticeable odor. These ingredients or chemicals can be in a large range of products, including but not limited to: personal hygiene products (e.g. soaps, shampoos, deodorants), fragrances (e.g. colognes, perfumes, lotions, and air fresheners) and industrial, household, and clothing cleaning agents (e.g. laundry detergent, disinfectants and other scented products such as certain flowers).

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Staff: For the purpose of this policy, includes employees, volunteers, learners, credentialed and appointed personnel, and affiliates who perform work for or on behalf of KHSC.

Workplace: All KHSC premises, work assignments that occur off KHSC property, off site work-related social events and functions, work-related seminars, conferences, travel and training, and other locations where work related responsibilities are carried out. Phone calls, communications, faxes, and electronic mail that are related to workplace activity made with communication devices are considered an extension of the workplace.

Procedure

1. All individuals on KHSC premises will:
 - 1.1 Refrain from wearing cologne, perfume, scented personal care products such as body lotions, sprays, and powders, scented deodorant and hair care products, and aftershave lotions. Alternative choices for scented products can be found in [Appendix A](#).
 - 1.2 Avoid bringing in scented flowers, including, but not limited to: Freesias, Lilacs, Lavenders, Lilies (including day/tiger/Easter, lily of the valley and star gazers), Hyacinth and Peonies.
 - 1.3 Avoid wearing clothing that has been washed/dried with scented laundry detergents and/or fabric softeners, particularly dryer sheets that can be heavily scented with perfume; please consider available scent-free options (see [Appendix A](#)).
 - 1.4 Refrain from bringing scented air fresheners or personal hand lotions from home. Fragrance-free hand lotions are available at all KHSC sites.
 - 1.5 Avoid having residual perfume/scent on clothing before coming to work. Air out dry-cleaned clothing.
2. It is the expectation that staff advise any person entering a KHSC site about the scent sensitive environment policy. Signage is posted at main entrances. Additional signage can be found in [Appendix B](#) and ordered through the Print Shop.
3. Where a patient is wearing a scented product(s), cooperation with KHSC's scent sensitive environment policy will be requested. Where continued scents are worn, the unit Manager (or designate) will request and/or assist the patient in washing or changing their clothing.
4. Where a guest is wearing a scented product(s), they will be asked to cooperate with KHSC's scent sensitive environment policy by either removing the scented product or leaving the premises. If the guest fails to cooperate with this request, Security should be contacted.
5. Where a staff member is wearing a scented product(s) they will be asked to cooperate with KHSC's scent sensitive environment policy by leaving the area to remove the scented product and/or change their clothing.
6. Staff who show disregard for the scent sensitive environment policy will face appropriate disciplinary action. Where the staff member is not a KHSC employee, their employer and/or most responsible person will be informed.

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7. Suppliers will be notified of our policy and our mandate to purchase scent free products wherever possible.
8. The public will be advised of our policy through:
 - 8.1 KHSC website/social media
 - 8.2 Other venues such as appointment requisitions
 - 8.3 Scent Sensitivity Environment signage posted throughout KHSC.
9. Where patients are highly sensitive to scented products, they should contact the Program Manager of the care unit to convey their concerns. The Manager will be responsible for investigating the concern.
10. Where staff are highly sensitive to scented products and require additional measures to safely perform their job duties, they should reach out to Occupational Health Safety and Wellness.

Authorizing Signature:



Dr. David Pichora
President and Chief Executive Officer

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Scent Free Product List

Many scent-free products are available at your local supermarket and pharmacy while others can be found in specialty stores. As you look into scent free products, it's important to be aware that the terms 'fragrance-free', 'scent-free' and 'unscented' are used virtually without restrictions. They may only mean that the product has less scent than the scented version of the same product from that manufacturer. The following list offers only a small sample of the scent free products available and is not meant to be exhaustive.

Categories	Unscented or Fragrance Free Products
Body Wash	Aveeno Skin Relief Body Wash-Fragrance Free Dove Moisturizing Body Wash- Unscented Down East-Unscented Hydra-Basics for Sensitive Skin-Unscented Jergens Body Wash-Unscented Goats' Milk Moisturizing Body Wash-Fragrance Free Oil of Olay Moisturizing Body Wash –Unscented
Cream	Cetaphil Moisturizing Cream-Fragrance Free Curel for Dry Skin-Unscented Dermal Therapy Hand, Elbow & Knee Cream-Fragrance Free Glysomed Hand Cream-Fragrance Free Jergens-Unscented Keri Fast Absorbing Skin Renewal-Fragrance Free Oil of Olay Complete Care-Fragrance Free Oil of Olay Total Effects-Fragrance Free
Deodorant	Arm & Hammer Antiperspirant-Unscented Arrid XX Roll-On-Unscented Arrid XX Solid Stick-Unscented Dove Invisible-Fragrance Free Dove Sensitive Skin-Unscented Dove Silk Protection-Unscented Dry Idea Roll-On-Unscented Lady Speed Stick Gel-Unscented Lady Speed Stick Invisible-Unscented Mitchum Clear Stick-Unscented Mitchum Solid-Unscented Secret Platinum-Unscented Secret Roll-On-Unscented Secret Sheer Dry-Unscented
Fabric Softener	Bounce Dryer Sheets Free & Gentle -Unscented Nature Clean- Fragrance Free Ultra Downey Care-Fragrance Free
Hairspray	Adorn Extra Hold-Unscented Clairol Final Net Ultimate All-Day Hold-Unscented Clairol Regular All-Day Hold-Unscented

Scent Free Product List

	Finesse Firm Hold-Unscented Salon Selective Extra Hold-Unscented Vidal Sassoon (Non-Aerosol)-Unscented
Laundry Detergent	Nature Clean-Fragrance Free Down East-Unscented Tide Free Laundry Detergent-Fragrance Free
Lotion	Aveeno Daily Moisturizing Lotion-Fragrance Free Cetaphil Moisturizing Lotion-Fragrance Free Curel Moisturizing Body Lotion-Unscented Curel Therapeutic Moisturizing Lotion-Fragrance Free Dermal Therapy Extra Strength-Fragrance Free Exact-Unscented Goat's Milk Lotion Moisturizing-Fragrance Free Lubriderm Body Lotion-Unscented Lubriderm Lotion-Unscented Lubriderm Seriously Sensitive-Fragrance Free Neutrogena Body Emulsion-Fragrance Free Neutrogena Body Moisturizer-Fragrance free Nivea Body Lotion-Fragrance Free Oil of Olay Sensitive Skin-Fragrance Free
Shampoo	Atmosphere-Fragrance Free Botanical Therapeutic Tree Essence-Fragrance Free Druide Shampoo Hypoallergen, Horsetail & Proteins-Fragrance Free Earth Science Pure Essentials Shampoo-Fragrance Free Nature Clean Herbal Shampoo-Fragrance Free
Shaving Cream	Aveeno Therapeutic Shaving Gel-Unscented Kiss My Face-Fragrance Free Nivea for Men Shaving Gel-Unscented
Soap	Aveeno Balancing Bar-Fragrance Free Aveeno Clear Skin Bar-Fragrance Free Aveeno Moisturizing Bar-Fragrance Free Dove-Unscented Ivory-Unscented Goat's Milk Soap-Fragrance Free Neutrogena-Fragrance Free Oil of Olay-Unscented Spectro Gel 609-Unscented Truly Beauty-Unscented