

Possible Accommodations:

1. Remove the offending fragrances.
2. Remove the person from the area where the fragrances are located.
3. Reduce the exposure to the fragrances.
4. Maintain good indoor air quality.
5. Provide an air purification system.
6. Create a fragrance reduced workplace environment.
7. Educate employees, students and family members.

How You Can Help:

- Educate students and staff about fragrance sensitivity.
- Avoid using perfume and cologne and other scented personal care products.
- Look for natural and safe products.
- Don't buy products that lists "fragrance," "perfume," or "parfum" as an ingredient.
- Look for products labeled "fragrance-free."

Did you know . . . ?

- Exposure to scented products can trigger nausea, respiratory anaphylaxis, asthma, headaches, neurological symptoms, and tissue damage.
- Some people require days to recover. The damage can be irreparable and the person's condition deteriorates with each exposure.

- Perfumes and colognes are no longer the main culprits. Scented personal products and cleaning supplies produce the same reaction.
- Products with labels that contain the words "fragrance free" or "unscented" do not guarantee they do not contain fragrance chemicals.
- Most tests that have been conducted are related to skin sensitivities; very little testing have been done on the respiratory effects.
- Materials used in fragrance are not required to be disclosed on labels, making it difficult to identify the ingredient or product that is responsible for the sensitivity.

Internal or external inquiries or complaints may also be addressed to the District's Compliance/Equal Employment Opportunity Executive Director who also serve as the District's Title IX and ADA/ADAAA Coordinator:

ASD Education Center
5530 E. Northern Lights Blvd.
Anchorage, AK 99504-3135
(907) 742-4132

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Anchorage School District
Educating All Students for Success in Life

Fragrance Sensitivity: Impact to Learning & Working



For more information or assistance with fragrance sensitivity issues or the ADA/ADAAA contact the principal, manager or supervisor of the school, facility or department.

ASD Statement of Nondiscrimination

The Board is committed to an environment of non-discrimination on the basis of race, color, religion, sex, age, national origin, economic status, union affiliation, disability and other human differences.

No person shall be excluded from participation in, or denied the benefits of, any academic or extracurricular program or educational opportunity or service offered by the District.

The District will comply with the applicable statutes, regulations, and executive orders adopted by Federal, State and Municipal agencies. The District notes the concurrent applicability of the Individuals with disabilities Act, Title II of the American with disabilities Act and the relevant disability provisions of Alaska law.

Federal law and District policy prohibits retaliation against individuals who have exercised their right to protest acts that they believe violate the laws enforced by the Anchorage School District. Retaliation against individuals who have participated in the processing an ADA accommodation is prohibited.

General Information on Fragrance Sensitivity

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, fragrance sensitivity can come from a variety of everyday items including but not limited to toiletries, cosmetics, air fresheners, cleaning products, and pesticides.

Fragrance sensitivities may be protected under the Americans with Disabilities Act as Amended (ADAAA). Fragrance sensitivity can result in the following symptoms which can adversely affect a person's health and their ability to learn and work:

- Headaches
- Dizziness, light-headedness
- Nausea
- Fatigue
- Weakness
- Insomnia
- Confusion
- Loss of appetite
- Depression
- Anxiety
- Numbness
- Upper respiratory symptoms
- Shortness of breath
- Difficulty with concentration
- Skin irritation

Accommodating Fragrance Sensitivities

Not everyone with a sensitivity to fragrance will need an accommodation. However, to make this determination, the following questions should be considered during the ADAAA interactive process with the student or employee:

1. What limitations are the student or employee experiencing?
2. How do these limitations affect learning or job performance?
3. What accommodations are available to reduce or eliminate the limitations?
4. What accommodation (s) do the student or employee feel are needed?
5. Once accommodations are in place, identify a future date to evaluate the effectiveness of the accommodations and determine whether additional accommodations are needed.
6. Consult with the Compliance/EEO Office.

