

INDOOR AIR QUALITY

The Nye County School District is committed to providing a work environment that is free of recognized hazards and to investigating complaints that may be related to poor indoor air quality (IAQ). Acceptable IAQ is air in which there are no known contaminants at harmful concentrations and with which a substantial majority of people exposed do not express dissatisfaction.

Primary sources of IAQ problems are inadequate ventilation, contaminant from inside or outside the building, microbial contamination, contamination from building fabric, or unknown sources. IAQ problems are not always identifiable due to scientific limitations and variations in individual sensitivity.

Fragrance is a known respiratory irritant and neurological toxin. Fragrance sensitivity may be an actual allergic reaction or simple irritation to a particular chemical or combination of chemicals. Once a person has developed a fragrance irritation, it is likely that the sensitivity will grow over time and with repeated exposure. Sensitivity is caused by the synthetic chemicals that fragrances are derived from. Many ingredients are protected under the provision of “trade secrets” established for the perfume industry and therefore not identifiable. Reactions to fragrances may include difficulty in breathing, asthma attacks or asthma-like symptoms, contact dermatitis, hives, nausea, dizziness and headache.

Employees are expected to observe good grooming and good personal hygiene. Employees are discouraged from the use of excessive amounts of scented personal products, the use of other scented products in the workplace, and eating or keeping fragrant foods or items in the workplace.

The District will not discriminate against an employee who requires reasonable accommodations under the Americans with Disabilities Act. Retaliation against an employee who requires accommodations will not be tolerated.

Adopted: October 27, 2015
Revised:
Reviewed: September 15, 2015

NEPN/NSBA Classification:

Legal Reference: Americans with Disabilities Act, Equal Employment Opportunity Commission, OSHA, Federal Employment Compensation Act & State of Nevada Workers' Compensation