

**ORDINANCE No. 184432**

Establish a City policy discouraging employee use of personal scented products in the workplace (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. Employees who have asthma and those who experience sensitivity to perfumes, colognes and other chemicals may suffer potentially serious health consequences due to exposure to airborne irritants.
2. Workplace specific rules that address the use of such fragrances to accommodate an employee within a particular group of employees do not address the employee's potential exposure to fragrances when they travel to other city offices as part of their work duties.
3. A City policy that specifically requests employees not to use personal scented products in the workplace where the sole purpose is to emit a fragrance such as perfume, aftershave and cologne and to avoid the use of strongly scented powder, deodorant and other personal hygiene products places minimal restrictions on employees while affording protections to employees who are sensitive to fragrances.
4. Proposed revisions to Human Resources Administrative Rule 4.03 Dress, Appearance and Fragrance in the Work Place restricting employee use of scented personal products were distributed to all city employees and labor leaders on December 10, 2010. The majority of the feedback received supported the proposed changes.

NOW, THEREFORE, the Council directs:

- a. The Director of the Bureau of Human Resources to amend Human Resources Administrative Rule 4.03 Dress, Appearance and Fragrance in the Work Place to implement these restrictions on employee use of scented products (Exhibit A).

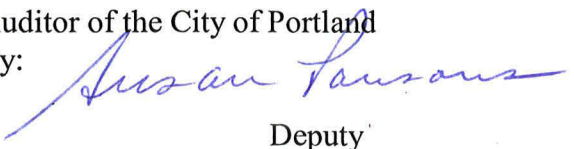
Passed by the Council:

FEB 23 2011

Commissioner Amanda Fritz  
Prepared by: Anna Kanwit  
Date Prepared: February 2, 2011

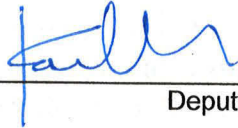
**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By:

  
Deputy

Agenda No.  
**ORDINANCE NO. 184432**  
Title

Establishes a City policy discouraging employee use of personal scented products in the workplace (Ordinance)

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Commissioner Fritz</b>	CLERK USE: DATE FILED <u>FEB 11 2011</u>
<b>COMMISSIONER APPROVAL</b>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u></u> Deputy</p> <p><b>ACTION TAKEN:</b> FEB 16 2011 PASSED TO SECOND READING FEB 23 2011 9:30 A.M.</p>
Mayor—Finance and Administration - Adams	
Position 1/Utilities - Fritz <u>Anna Kanwit</u>	
Position 2/Works - Fish	
Position 3/Affairs - Saltzman	
Position 4/Safety - Leonard	
<b>BUREAU APPROVAL</b>	
Bureau: Bureau of Human Resources Bureau Head: Yvonne L. Deckard	
Prepared by: Anna Kanwit Date Prepared: 02/02/11	
Financial Impact Statement Completed <input type="checkbox"/> Amends Budget <input type="checkbox"/> Not Required <input checked="" type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Council Meeting Date February 16, 2011	
<b>City Attorney Approval</b>	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____
<b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input type="checkbox"/>
<b>REGULAR</b> <input checked="" type="checkbox"/> <b>Total amount of time needed: 10 Minutes</b> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz ✓	
2. Fish	2. Fish ✓	
3. Saltzman	3. Saltzman ✓	
4. Leonard	4. Leonard ✓	
Adams	Adams ✓	