



STATE OF CONNECTICUT
DEPARTMENT OF SOCIAL SERVICES
OFFICE OF THE COMMISSIONER

M E M O R A N D U M

DATE: January 17, 2024
TO: DSS - All

I am writing this memorandum to all staff and contractors on site at DSS offices as a reminder that the Department of Social Services has several employees and clients who suffer from **Multiple Chemical Sensitivity (MCS)**.

Given that chemically sensitive individuals may react to different products with widely varying degrees of severity, it's very difficult to ensure a consistently comfortable and accommodating work environment under every conceivable set of circumstances. Even so, it is the desire of the Department of Social Services to minimize to the extent possible the barriers and difficulties experienced in the workplace by both employees and clients subject to chemical/fragrance sensitivities. Therefore we are requesting that staff be sensitive to co-workers and clients who may be allergic to various **chemical preparations**.

If you must use **perfume, male cologne, etc.**, please apply it before you come to work, and remember, a little generally goes a long way. In addition, please be advised that **nail polish, nail polish remover, air fresheners, perfume, male cologne, and hairspray** are **not** to be used in the workplace; this includes the bathrooms.

It is important to maintain a clean and healthy work area. Some individuals suffer from asthma, allergies or other respiratory ailments, and should not be subjected to the spraying of **disinfectants or cleaning agents**.

Under no circumstances should any DSS employee be storing or using flammable substances in the workplace.

Please remain considerate of both co-workers and clients by keeping our shared spaces reasonably free of chemical-based scented products.

Thank you for your cooperation.

Kailie Gulino-Farnum
Kailie Gulino-Farnum
Equal Employment Opportunity Manager