

This serves as notice that the requirement for any individual to be vaccinated against COVID-19 for employment or participation at a university or other institution violates Healthcare Consent Laws, Human Rights Laws and the Canadian Charter of Rights and Freedoms.

All COVID-19 vaccines in Canada are merely authorized, not approved, under the Interim Order Respecting the Importation, Sale and Advertising of Drugs for Use in Relation to COVID-19. [Interim Order Respecting the Importation, Sale and Advertising of Drugs for Use in Relation to COVID-19 - Canada.ca](https://www.hc-sc.gc.ca/health/med-dev/interim-order-respecting-importation-sale-advertising-drugs-use-relation-covid-19-canada-ca)

Children: The Mature Minor doctrine cannot override the wishes and consent of the parents outside of the emergency threat of imminent harm or death. Vaccinations do not fall under the Mature Minor doctrine. Vaccine exemptions are available for children attending public schools and daycares to attend without being vaccinated.

Employees: Anti-discrimination laws enable employees to decline receiving COVID-19. Canadian workers could request an exemption for medical, religious and conscience reasons. An employer who fires an employee who refuses to get a COVID-19 vaccine for such a reason could have a human rights violation on their hands. Incentives that differentiate employees or appear to give preferential treatment to those who have been vaccinated than those who haven't could be considered a human rights violation. The incentive has to do with work conditions, that may appear as a punishment to those that have not been vaccinated. **Unionized employees** can only be terminated for just cause and the refusal to take a vaccine would almost certainly not be considered cause.

Medical Privacy Laws: Individuals must have a true choice: consent must not be required as a condition of service.

https://www.priv.gc.ca/en/opc-news/speeches/2021/s-d_20210519/

The Healthcare Consent Act section 11, outlines consent must be voluntary & informed. <https://www.ontario.ca/laws/statute/96h02/v2>

Canadian Human rights Act: discrimination. People with special needs or religious beliefs must be accommodated.

Canadian Charter of Rights and Freedoms section 2a, 2b, 7, 8, 9, 15 conscience and religious exemptions.

Universal Declaration on Bioethics and Human Rights (2005)

The Nuremberg Code, in which Canada is a signatory, states that it is essential before performing medical experiments on human beings, there is voluntary informed consent. The COVID-19 vaccines are only 'authorized' under emergency use, not 'approved' for use in Canada. They are still in Phase III clinical trials under post market surveillance, making them experimental. Most vaccines are trialed for at least 5-10 years while COVID-19 vaccines have only been in trials for one year.