**Non-Consent and Notice of Personal Liability**

Date

**BY EMAIL AND REGISTERED MAIL**

Full name of person who is responsible for mandated vaccination policy
Job title
Name of company
Address

Attention Full name of person, acting in the capacity as Job title for Name of Company,

**Re: Covid Policies**

I am writing in respect of the recent policy regarding mandatory COVID-19 vaccinations and mandatory diagnostic testing for COVID-19 by Name of Company which the individual or all individuals identified above are enforcing.

The 1960 Canadian Bill of Rights affirms that the Canadian nation is founded upon principles that acknowledge the supremacy of God. The 1982 *Canadian Charter of Rights and Freedoms* also affirms that Canada is founded upon the principles that recognize the supremacy of God and the rule of law.

However, I do not need to ask for permission from any man-made law to invoke my God-given and natural rights. Freedom is my birthright. Therefore, with respect to my body:

I claim that I am the sole authority over my body. I am free to accept or refuse anything wherein it pertains to my body. This is my God-given right. My legal rights in both Canadian and International law are simply an acknowledgement of my natural and inalienable rights, and these laws pledge to have these natural and inalienable rights recognized, protected and enforced by law.

I claim the sole right to disclose or not, my private and personal health information and choices I make regarding my body and my health.

I claim the sole right to accept or refuse to put anything onto or into my body. There are no conditions to my bodily sovereignty. This is an absolute right of personal ownership over my body. I own my body. Period.

I claim the right to breathe without restriction.

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| **ATTENTION Full name of person(s):**I have accepted to wear the appropriate masks for routine practices and additional precautions as they are a condition of my employment as a health care worker. However, having my breathing restricted by wearing a mask all day at work is very harmful to my physical and psychological health. **I have ONLY submitted to wearing masks beyond the routine practices and additional precautions, under extreme duress, coercion and fear of reprisal from my employer for discipline and/or termination of employment if I did not comply.**Consent under these conditions of duress, coercion and threat is **NOT CONSENT.** |

I claim the right to withdraw any assumed or implied consent that would allow anyone, including Full name of person(s), acting in the capacity as my employer at Name of Company to make decisions about what is best for me and/or my body outside of our shared employment context.

**ATTENTION Full name of person(s):**

**The following are my Canadian and International rights which protect my bodily sovereignty granted to me from birth. These legal rights safeguard my natural and inalienable rights to privacy and medical freedom, and of which I was NOT informed of by my human resources department, nor by anyone who recommended the COVID-19 vaccine, or the disclosure of my vaccination status.**

**1. Privacy Rights:**

No one has the right to ask me about or compel my disclosure of personal and private health information and choices I make regarding my health. Consent for this God-given right is not required. As I am the sole authority over my body, I do not need to consent to anything wherein it pertains to this.

Therefore, I simply invoke my natural and inalienable rights and decline to tell anyone and including Full name of person(s) about my personal and private health information, including my choices about my health, my vaccination and COVID-testing status. My God-given right to do so is protected by federal and provincial privacy laws as stated below.

Under *the legal context* whichprotect my aforementioned natural rights, my medical health and choices are private and confidential and I am not required to disclose these to anyone unless I consent to do so. These rights to privacy are protected under the **1***.* ***Privacy Act*, 1985**, **2**. ***Personal Information Protection and Electronic Documents Act,* 2000, 3. *Freedom of Information and Protection of Privacy Act*, 1990, 4**. ***Municipal Freedom of Information and Protection of Privacy Act,1990*** andthe **5. *Personal Health Information Protection Act*, 2004**. **6.** ***Canadian Charter of Rights and Freedoms*, 1982, section 8**.

Therefore, I am exercising my fundamental legal rights to medical privacy, and I do not and will not consent to disclose my personal and private health information, my choices about my health, including my vaccination and COVID-testing status to anyone including Full name of person(s) who is illegally attempting to mandate such disclosure.

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| **ATTENTION Full name of person(s):****If I am forced to submit to the disclosure of my personal and private health information, including my vaccination status, as a condition of keeping my employment and not being disciplined, I will only be doing so under extreme duress and fear of reprisal from my employer for discipline and/or termination of employment if I do not comply.** Consent under these conditions of duress, coercion and threat is not consent. |

If I am disciplined, discriminated against, or harassed in any way, or my employment is terminated as a result of my non-disclosure of any personal and private health information, such action by Full name of person(s) will be inviting a civil lawsuit claim for discrimination and/or wrongful dismissal.

**2. Consent Rights and Right to Refuse Medical Treatment - Canada**

Not only does no one have the right to compel me to disclose my private and personal health information or choices I make regarding my health, but it is also true that *no one has the right to force me to undergo, or to be subjected to any medical treatments or procedures, diagnostic, therapeutic or otherwise*. Consent for this God-given right is not required. As I am the sole authority over my body, I do not need to consent to anything wherein it pertains to this.

Therefore, I simply invoke my natural and inalienable rights and decline to undergo these medical treatments (COVID-19 testing and COVID-19 vaccine) offered by Full name of person(s).

Under the *legal context* whichprotect my aforementioned natural rights, and where my consent is required by law with respect to any medical treatment or procedure, such consent must be both **informed** and **voluntary** as stipulated under:

**7***.* ***Health Care Consent Act*, 1996**,section 10 *No Treatment Without Consent* and section 11 *Element of Consent.* My expressed, informed and explicit consent to medical treatment or procedure must be given voluntarily and not obtained through misrepresentation, force, threat, coercion or fraud

The **8.** ***Canadian Charter of Rights and Freedoms*, 1982** supports the inherent right of Canadians to exercise free power of choice and thus to **refuse medical treatment** **without disadvantage or prejudice**.  The Supreme Court of Canada has recognized this inherent right under section 7 of the *Charter.* I am further protected by my constitutional rights under section 2 and 15 of the **6. *Canadian Charter of Rights and Freedoms*, 1982** for freedom of conscience and religion and equality rights.

Also, pursuant to the **9. Genetic Non-Discrimination Act, 2017**, it is prohibited for any person to require an individual to undergo a genetic test (PCR) as a condition of entering into or continuing a contract or agreement or offering or continuing specific terms or conditions in a contract or agreement with that individual.

Therefore, I am exercising my fundamental legal rights to decline medical treatments and I do not and will not consent to any medical treatment or procedure including any type of COVID-19 testing (PCR, Antigen) and COVID-19 vaccination to anyone including Full name of person(s) who is illegally attempting to mandate such forced medical treatments.

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| **ATTENTION Full name of person(s):****If I am forced to undergo any medical tests as a condition of keeping my employment and not being disciplined, I will only be doing so under extreme duress and fear of reprisal from my employer for discipline and/or termination of employment if I do not comply**Consent under these conditions of duress, coercion and threat is not consent. **It will be an assault on my body.** |

If I am disciplined, discriminated against, or harassed in any way, or my employment is terminated as a result of my non-consent to any medical treatment as mandated in my employment context, such action by Full name of person(s) will be inviting a civil lawsuit claim for discrimination and/or wrongful dismissal.

Moreover, where consent is required to protect my aforementioned natural rights, with respect to the **10. *Occupational Health and Safety Act*, 1990**, I do not consent to participate in any medical surveillance program under section 28(3); my medical information shall not be disclosed to anyone under section 63(1)(f); I do not consent to allow anyone to gain access to my health records under section 63(2); I am protected by reprisal from my employer under section 50(1) for my legal right to act in compliance with this Act; and finally, under section 66(1)(a) every person who contravenes or fails to comply with a provision of this Act, is guilty of an offence and on conviction is liable to a fine of not more than $100,000 or to imprisonment for a term of not more than twelve months, or to both.

#### Consent to medical surveillance

**28** (3) A worker is not required to participate in a prescribed medical surveillance program unless the worker consents to do so

#### Information confidential

**63**(1) Except for the purposes of this Act and the regulations or as required by law,

 (f) no person shall disclose any information obtained in any medical examination, test or x-ray of a worker made or taken under this Act except in a form calculated to prevent the information from being identified with a particular person or case.  R.S.O. 1990, c. O.1, s. 63 (1); 1992, c. 14, s. 2 (2, 3).

**63** (2) No employer shall seek to gain access, except by an order of the court or other tribunal or in order to comply with another statute, to a health record concerning a worker without the worker’s written consent.

#### No discipline, dismissal, etc., by employer

**50**(1) No employer or person acting on behalf of an employer shall,

(a) dismiss or threaten to dismiss a worker;

(b) discipline or suspend or threaten to discipline or suspend a worker;

(c) impose any penalty upon a worker; or

(d) intimidate or coerce a worker,

because the worker has acted in compliance with this Act or the regulations or an order made thereunder, has sought the enforcement of this Act or the regulations or has given evidence in a proceeding in respect of the enforcement of this Act or the regulations or in an inquest under the *Coroners Act*.  R.S.O. 1990, c. O.1, s. 50 (1).

#### Penalties

**66** (1) Every person who contravenes or fails to comply with (a) *a provision of this Act or the regulations;* is guilty of an offence and on conviction is liable to a fine of not more than $100,000 or to imprisonment for a term of not more than twelve months, or to both.

**3. Consent Rights – International**

Under International law, the Nuremberg Code, to which Canada is a signatory, states that it is essential before performing a medical procedure on human beings, that there is ***voluntary and informed consent to any such procedure***. It also confirms a person involved in any such procedure should have legal capacity to give consent, without the intervention of any element of force, fraud, deceit, duress, overreaching, or other ulterior form of constraint or coercion; and should have sufficient knowledge and comprehension of the elements of the subject matter involved as to enable him/her to make an informed decision under **11. Nuremberg Code.**

**Article 6, Section 1**

Any preventative, diagnostic and therapeutic medical intervention is only to be carried out with the prior, free and informed consent of the person concerned, based on adequate information. The consent should, where appropriate, be expressed and may be withdrawn by the person concerned at any time and for any reason **without disadvantage or prejudice**.

**Article 6: Section 3**

In no case should a collective community agreement or the consent of a community leader or other authority substitute for an individual’s informed consent.

The proposed policy for mandatory testing and/or vaccination for COVID-19 Full name of person(s), is in breach of the Nuremberg Code, and as such Full name of person(s) could be charged under **12**. ***Crimes Against Humanity and War Crimes Act*, 2000**.

The **13**. **World Medical Association (WMA) Declaration of Helsinki – Ethical Principles for Medical Research involving human subjects** stipulates under sections 25 and 26 that wherein it concerns participation to medical research, informed consent of any subject must be voluntary, and that every such subject have the right to refuse to participate in any or to withdraw consent, at any time, to participate, without reprisal.

**1****4**. **Universal Declaration on Bioethics and Human Rights** stipulates under articles 6 and 9 that consent to any medical procedure may be withdrawn at any time, for any reason, without disadvantage or prejudice, and that privacy of the person and confidentiality of their personal information should be respected.

**15**. **International Covenant on Civil and Political Rights** stipulates under article 7 that no one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his free consent to medical or scientific experimentation.

**4. Discrimination**

Any policy that Full name of person(s) acting in your capacity as an executive of the Company, creates or enforces which discriminates against me for either not disclosing my private and personal health information and/or for declining any medical treatment/procedure, diagnostic or otherwise, will be a violation of my God-given and legal human rights under the **16. *Canadian Human Rights Act*, 1985** and the **17. *Human Rights Code*, 1990**.

If I am discriminated against for not disclosing my private and personal health information and/or for declining medical treatments as stated in this Notice, Full name of person(s), will be inviting a claim for a human rights code violation for discrimination under the **18. *Human Rights Code*, 1990**.

**5. Assault**

Submission to threat of discipline or termination of employment by Full name of person(s) to force me to undergo any medical treatment or procedure, is not only an egregious exercise of authority by Full name of person(s), but also constitutes **assault** under section 265 of the **19**. ***Criminal Code of Canada*, 1985**.

**265** (1) A person commits an assault when

(a) without the consent of another person, he applies force intentionally to that other person, directly or indirectly;

(b) he attempts or threatens, by an act or gesture, to apply force to another person, if he has, or causes that other person to believe on reasonable grounds that he has, present ability to effect his purpose;

**265** (3) For the purposes of this section, no consent is obtained where the complainant submits or does not resist by reason of

(a) the application of force to the complainant or to a person other than the complainant;

(b) threats or fear of the application of force to the complainant or to a person other than the complainant;

(c) fraud; or

(d) the exercise of authority

***Consent given under fear, coercion, fraud, or duress is NOT consent.***

Section 266 of the **19**. ***Criminal Code of Canada*, 1985** states that every one who commits an assault is guilty of (a) an indictable offence and is liable to imprisonment for a term not exceeding five years or (b) an offence punishable on summary conviction.

**6. Practising Medicine Without a License**

Finally, if Full name of person(s) is not a licensed medical doctor, then Full name of person(s) is unlawfully practising medicine without a license by promoting, subscribing and recommending medical treatment and/or procedures (diagnostic tests for COVID-19 and COVID-19 vaccination). Only a licensed medical doctor has the legal authority to do this.

**Notice of Personal Liability**

I hereby notify Full name of person(s) that I will hold Full name of person(s) personally liable for (i) any physical or financial injury or loss of my personal income and my ability to provide food and shelter for myself and my family if my employment is terminated as a result of my natural and legal rights and decisions to simply decline the COVID-19 vaccination and testing mandates, including my decision to not disclose my vaccination status; and/or (ii) any injury or adverse effect I suffer from compliance with such policies.

In addition, Full name of person(s) will be held personally liable for the psychological and emotional trauma of being continuously subject to the coercion, duress, threats, and discrimination that is the result of the Name of Company entirely unlawful COVID policies.

This also includes any physical and psychological injuries I have and will continue to suffer as a result of only submitting under extreme duress to disclose my private and personal health information as well as be injected with the COVID-19 vaccine.

This also includes for all harms and injuries, both physically and psychologically I will suffer from being forced to submit against my free will to testing in order to retain my employment.

Lastly, I hereby notify Full name of person(s) that I will hold Full name of person(s) personally liable, for any physical and psychological injuries I have and will continue to suffer as a result of only submitting under extreme duress to the mandated mask wearing beyond routine practices and additional precautions.

 1. <https://laws-lois.justice.gc.ca/eng/acts/P-21/index.html>

 2. <https://laws-lois.justice.gc.ca/ENG/ACTS/P-8.6/index.html>

 3. <https://www.ontario.ca/laws/statute/90f31>

 4. <https://www.ontario.ca/laws/statute/90m56>

 5. <https://www.ontario.ca/laws/statute/04p03>

 6. https://laws-lois.justice.gc.ca/eng/const/page-12.html#h-39

 7. <https://www.ontario.ca/laws/statute/96h02>

 8. <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl/check/art7.html>

 9. <https://laws-lois.justice.gc.ca/eng/acts/G-2.5/index.html>

10. <https://www.ontario.ca/laws/statute/90o01#BK110>

11. <https://media.tghn.org/medialibrary/2011/04/BMJ_No_7070_Volume_313_The_Nuremberg_Code.pdf>

12. <https://laws-lois.justice.gc.ca/eng/acts/C-45.9/>

13. [https://www.wma.net/policies-post/wma-declaration-of-helsinki-ethical-principles-for-medical-research- involving-human-subjects/](https://www.wma.net/policies-post/wma-declaration-of-helsinki-ethical-principles-for-medical-research-%20%20%20involving-human-subjects/)

14. [http://portal.unesco.org/en/ev.php-URL\_ID=31058&URL\_DO=DO\_TOPIC&URL\_SECTION=201.html](http://portal.unesco.org/en/ev.php-URL_ID%3D31058%26URL_DO%3DDO_TOPIC%26URL_SECTION%3D201.html)

15. <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx>

16. <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

17. <https://www.ontario.ca/laws/statute/90h19#BK3>

18. <http://www.ohrc.on.ca/en/iii-principles-and-concepts/2-what-discrimination>

19. <https://laws-lois.justice.gc.ca/eng/acts/c-46/>

I believe and affirm that all within this Notice is true and done in good faith by myself as the undersigned and that I will not be prejudiced against nor have any recourse taken against me by Full name of person(s) for asserting my natural and legal rights in this Notice.

[Your name]

[Your address]

[Your telephone number]

[Your email address]

United Health Care Workers of [place of employment]

A Division of United Health Care Workers of Ontario