

(Your Name)

(Your Address)

Email: (Email)

Tel No: (Contact number)

Dated: (Today's Date here)

For the attention of The Manager/CEO

(Address)

Dear (Name of The Manager/CEO)

**Re: Demand made by Company for unvaccinated employees to be mandatory vaccinated.**

I am a (position/job title) at (Employer's name) and have been in my current position for (length of time) years. I have always had an excellent record of service and have always abided by Health & Safety regulations to ensure an optimally safe and secure work environment for both myself and my colleagues including all persons at my place of employment for whom I come into regular contact. I have always been happy to abide by these rules and recognise the necessity of the protective and precautionary regulations put in place.

However; at the present time I am extremely concerned by the recent notification of your ultimatum concerning the "enforced Covid vaccination" of care/medical staff within your employ.

I draw your attention to the **2005 UNESCO Bioethics Human Rights statement**, which is required to be integrated into the laws of every member united nations state/s. The UK being a full member state of the UN/UNESCO organisation, means that this statement **is current law in the UK**. The structure of this statement does not allow any single State to alter or remove any part of this law without the express consent of all other member states. To date, the UK has not made any requests for change.

The link to the full statement is included below:

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

I further draw your attention to **Article 6.1** of the statement, reprinted below for clarity:

**Article 6 – Consent**

*"1. Any preventive, 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 The consent should, where appropriate, be express and may be withdrawn by the person concerned at any time and for any reason without disadvantage or prejudice. "*

**Article 6.1** clearly addresses the rights of the individual with regards to attempted forced medical procedures or interventions. The article expressly states that an individual has the right to refuse any medical intervention, preventative or otherwise and continues by stating:

*"The consent should, where appropriate, be express and may be withdrawn by the person concerned at any time and for any reason without disadvantage or prejudice. "*

Unvaccinated employees of your company are being threatened either verbally or in written form that should they not consent to the Covid19 vaccination by November 11<sup>th</sup> 2021, they accept that their employment with the company will be terminated forthwith.

This threat and coercion is in serious and direct breach of **Article 6.1** of the Human Rights statement. Coercing an individual to accept a medical procedure, using threats of disadvantage or prejudice if they refuse such intervention is **clearly in breach of the individuals Human rights.**

I wish to inform you that this practice/behaviour **must in law stop immediately** otherwise you risk **criminal prosecution for breaching an individuals Human Rights contrary to article 6.1 of the 2005 UNESCO bioethics Human rights statement.**

I draw your attention to **Article 3** of the 2005 UNESCO Bioethics Human Rights statement, reprinted below for clarity.

**“Article 3 – Human dignity and human rights**

**1. Human dignity, human rights and fundamental freedoms are to be fully respected.**

**2. The interests and welfare of the individual should have priority over the sole interest of science or society. “**

**Article 3.2** of the 2005 UNESCO Bioethics Human Rights statement clearly and expressly states that ...

**“...The interests and welfare of the individual should have priority over the sole interest of science or society...”**”

This statement does not contain any ambiguity and is self explanatory. Therefore any attempt to coerce, bully or threaten using either psychological or physical manipulation i.e. coercion which results in an individual feeling that they do not have a choice but to sign any new contract solely based on their vaccination status and amounts to nothing more than self-resignation of their employment within your company is clearly a breach of **Article 3.2** of the statement that states **the interests of the individual has priority over science or society.**

### **Coercion**

UK law defines coercion as:

**“an element of duress, is grounds for seeking the Rescission or cancellation of a contract or deed. When one party to an instrument is forced against his or her will to agree to its terms the document can be declared void by a court.”**

Quite clearly threatening the continued employment of your employees simply because they do not consent to an experimental trial vaccine, which has already been shown in this document to be the choice of the individual and not of any other person or organisation, shows that any such contract made under these circumstances, either verbally or written, breaches coercion laws. In short you are guilty of coercion if you attempt to compel an individual to perform an act against his or her will by the use of psychological pressure, physical force, discrimination, prejudice or threats. Under such circumstances, the terms of any such contract can be declared null and void.

By your organisations continued coercion using such techniques as described above, you are in breach of coercion laws and risk criminal prosecution. **The prison sentence for coercion is currently five years.**

### **Employment rights Act 1996**

Links to the full act appears below:

<https://www.legislation.gov.uk/ukpga/1996/18/contents>

See Section 44.1(d) and Section 44.1(e) below:

**Section 44** of the **Employment Rights Act 1996** provides employees with the means to contest the adequacy and/or suitability of safety arrangements without fear of recriminations (e.g. having their employment retracted or transferred) or suffering detriment (e.g. loss of wages, hours etc).

**Section 44** also entitles employees to claim for **‘Constructive Dismissal’** and **(unlimited)** compensation in the event that an employer fails to maintain safe working conditions for their employees. This means employees do not have to wait until they (or someone else) suffers injury before they can take action to get suitably safe working conditions.

Under the above sections, the employee is legally entitled to challenge or contest the suitability of any 'Health and Safety' arrangements or conditions imposed upon them by their employer. I therefore submit a challenge that questions the reasoning behind the current demand that all employees are vaccinated based on the following reasons:

- The SarsCov2/Covid19 virus has never been proven to exist. **The virus was removed from the Highly Contagious Infectious Diseases (HCID) register on 18/19<sup>th</sup> March 2020** after testing failed to prove the virus to have been either contagious or infectious. The verified or successfully tested virus has not appeared anywhere in the public domain since this date.

a) Please provide full details of your risk assessment that includes proof of the verified virus (SARS-CoV-2) as without proof of the existence of any such virus then a risk assessment referencing this threat is meaningless and null void.

b) Please provide details of risk assessments conducted on the use of the vaccines being offered to employee's, which should include potential adverse side effects and longer term reactions (somewhere between 5 and 10 years) after being given the vaccine including compensation packages available from your company for all employee's who suffer from adverse reactions to the SARS-CoV-2 vaccines which you are encouraging, promoting and coercing your employee's to receive.

c) All current Covid19 vaccines are still undergoing medical trials and are only licenced by the **Medicines and Healthcare products Regulatory Agency (MHRA)** for 'emergency use only' until further testing has been completed. Therefore no data exists for long term effects or reactions. An expected completion date for testing is early 2023. Under such conditions, you are not able to complete a valid health and safety risk assessment because the data is clearly not available to date.

d) I refer you to the UK Governments:

MHRA Yellow card register and the Vaccine Adverse event reporting system (VAERS )

<https://vaers.hhs.gov/data.html>

<https://yellowcard.mhra.gov.uk/>

Where details of over 1.5 million adverse effects to the vaccines have been recorded, suggesting that the experimental vaccines are at best unpredictable and unsafe.

- It has been stated by the manufacturers of all variants of the vaccine, the National health service (NHS) and Centre for Disease Control (CDC) that the **vaccines will not stop infection, will not stop transmission** but may reduce symptoms, therefore any risk assessment must include the fact that the recipient of the vaccine is not immune from further infection and is perfectly capable of passing the virus to others so vaccinated employee's provide no extra safety measures to residents, patients or staff etc
- To put it in simple terms, the Covid vaccine as confirmed by the NHS offers nothing more or less to a recipient than to an unvaccinated person. However; it does expose the recipient to a host of known adverse side effects, as discussed by VAERS and MHRA Yellowcard. This risk MUST be considered in any risk assessment or appraisal.
- Please provide details of the risk assessment conducted on the vaccines currently offered that factors this added adverse reaction that can range from the recipient of a vaccine feeling slightly unwell, progressing to death as a risk to an individual, in comparison to an unvaccinated person who is not exposed to such risks

**Section 44** of the **Employments Rights Act 1996** allows the employee with the means to contest the adequacy and/or suitability of safety arrangements being offered by the employer.

The adverse reactions to these vaccinations have been published by the VAERS and MHRA highlighting the risks involved in voluntarily taking the Covid19 vaccine and it must be left to the individual to decide if they accept these risks.

### **Health and Safety at Work**

As an employer, you're required by law to protect your employees, and others, from harm.

Under the Management of Health and Safety at Work Regulations 1999, the minimum your company must adhere to is:

- identify what could cause injury or illness in your business (hazards)
- decide how likely it is that someone could be harmed and how seriously (the risk)
- take action to eliminate the hazard, or if this isn't possible, control the risk

Assessing risk is just one part of the overall process used to control risks in your workplace.

A link is included below for clarity.

<https://www.hse.gov.uk/simple-health-safety/risk/index.htm>

## Contract of employment

For most employees, there is no provision in the contract of employment between themselves and their employer requiring a vaccine of any description forming any part of their duties or part of their contractual employment. It is worth noting that once signed, no other conditions can be added or removed from this contract by either party unless an entirely new contract is created and agreement made and indicated by the signature of employer and employee.

I wish to advise you that unless you hold such a contract where I as your employee has agreed to a Covid vaccination, then any attempt to dismiss me based on coercion and discrimination means I am eligible to can claim for “constructive dismissal” with (unlimited) compensation.

## The Vaccine

The Covid19 was claimed to have arrived on our shores shortly before Christmas/New year of 2019. It was placed on the MHRA High Consequence Infectious Disease (HCID) register and despite initial testing, **was removed from this register on 18/19<sup>th</sup> March 2020**, some six days before the Coronavirus 2020 Act was given Royal assent and became law.

Despite this testing the Virus was never fully isolated and has never been purified without the presence of waste genetic material. Because of this waste material being present, the alleged virus has never been tested and verified to be an infectious or contagious disease, unlike every other high consequence virus appearing on the HCID register (Influenza, Yellow fever, Ebola etc.). Therefore the Covid19 virus has failed to appear anywhere in the public domain after being removed from the HCID register and since that date 18<sup>th</sup>/19<sup>th</sup> March 2020 to today's date.

**To put it another way, the virus has never been verified and therefore has never been proven to exist.**

The **Coronavirus Act 2020 or the Health and Social Care Act 2008** (Regulated Activities) (Amendment) (Coronavirus) Regulations 2021 DO NOT state that it is mandatory to receive any vaccinations despite the UK government making attempts to use the latter legislation to push mandatory vaccines through law, this has never and will never due to UK laws ever be made mandatory as it is in direct breach of the laws pertaining to Human Rights Laws.

The reality is that **the vaccines are NOT mandatory for any group or any individual**, despite many attempts by the UK government to have us believe that they are. Hence the attempts at coercing and threatening employees to voluntarily sign alternative contracts effectively resigning their positions within various companies and in particular the Health Care Sector.

These vaccines have no no medical value in the work place. Any attempt to introduce them is purely political.

**As discussed earlier in this document, the introduction of a mandatory vaccine is in breach of article 3.2 and article 6.1 of the 2005 UNESCO bioethics human rights statement, it is also a breach of section 44 of the Employment Rights Act 1996.**

## Conclusion

1. You have issued verbal and written instructions to your employees stating that unless they are vaccinated with the COVID19 vaccination by the 11<sup>th</sup> November 2021, their employment with your company/organisation will be terminated based on their vaccination status.
2. Any vaccination, Covid19 or otherwise is **purely voluntary and consensual**. There is **NO legislation that creates a mandatory vaccine**. Media headlines using words like recommended, advised, requirement, guidelines, discussions etc are **NOT law** and so are meaningless.
3. I trust that you can see that the UK Government have **NOT** passed any laws on mandatory vaccines, Covid Passports or any other restrictive practice that would break the 2005 UNESCO Bioethics Human Rights statement and are not going to breach any of the laws in place. They are instead persuading private industry to continue their bidding by convincing industry that the laws are in place to protect them when they are told to breach the laws mentioned in this document and many other related laws, when in fact it will be private industry facing criminal court action because no such protection exists. Are you absolutely sure that you are protected in law when carrying out the wishes of the government, as it will be private companies facing fines, closure or imprisonment from the Human Rights Commission UK.
4. Such discussions or intentions are NOT law until passed into legislation and have no place in being used as a substitute for legislation other than media hype and scaremongering.

5. Currently there is NO legislation relating to any group or individual that permits mandatory vaccines of any description. Employers claiming that mandatory vaccinations have been legislated and concern any group or individual are clearly using coercion and threats to enforce a law that does not exist and are therefore guilty of an offence and can be prosecuted in a court of law. To date, any such mandatory vaccines legislation would be in direct breach of **Article 6.1 of the 2005 UNESCO bioethics human rights** statement and any coerced contractual agreement between employer or employee, based on such claims, where the employee agrees to such a contract under such threat, duress or coercion, makes the contract null and void
6. **To date, Vaccines are NOT mandatory for anyone.** Any attempt to prejudice or disadvantage an individual based on their vaccination status is a breach of that individuals human right and the UK Human Rights Commission (Manchester) will lay papers on companies or organisations enforcing any breaches of this law.
7. In the absence of any contractual obligations requiring such an action, you cannot order these voluntary vaccinations upon your employees, in effect creating a situation that makes vaccinations mandatory.
8. By forcing a mandatory vaccination upon your employees, you have further breach **Section 44 of the Employment Rights Act 1996** in that you can be prosecuted for constructive dismissal by creating an unlawful reason to terminate an employees contract.
9. By using **coercion and threats of employment termination for employees** who may not choose to take an otherwise voluntary vaccine, you are guilty of breaching the UK criminal coercion laws and can be reported to the Police to take further action.
10. By forcing a mandatory vaccination upon your employees without fully and comprehensively conducting correct and proper risk assessments and taking account of ALL risks to your employees (VAERS, MHRA Yellowcard registers) before implementing this change, you are breaching **Health and Safety at work 1974** and the **Management of Health and Safety at Work Regulations 1999** and can face criminal prosecutions under the said legislation.
11. In short, **you are not allowed to insist on any mandatory actions based on a law that does not exist.** You are not allowed to coerce, bully or use either psychological or physical threats to intimidate your employees and cause undue mental health stress and duress to your employees by warning of disadvantage or prejudice by way of dismissal.
12. In order to justify your claims to be providing a safe working environment by forcing an untested vaccine in order to combat a Virus that has so far not been proven to exist, please provide the following evidence:

a) **Proof of the tested, verified Covid19 Virus**

b) **Proof of the fully tested vaccine used to combat the Virus mentioned in part (a)**

c) **proof of legislation demanding mandatory vaccines.**

13. Until the Virus has been proven to exist and appears in the public domain as with all other proven diseases and until the vaccine has been qualified and licensed as a fully tested vaccine, **I wish to advise you that I am at this current time unable to revise my vaccination status based on informed consent (my legal right), because the data supporting this consent is not yet available in order that I might make an 'informed' decision.** I will as per my human rights choose to delay my final decision until these factors have been made available to me to examine in full. In the meantime; I **hold a self-exemption Covid Pass** (as per the current government legislation) to the Covid vaccination and to allow such time as to provide with enough medical and legislative data to make an informed choice.

Until legislation exists that makes a vaccine mandatory I urge you to seriously rethink your policy of illegally requiring enforced vaccinations of your employees and would like to remind you that to date there is **NO** such mandatory legislation requiring anyone to mandate or consent to the Covid vaccinations. I trust you will allow me to continue my work as per my contractual and human rights whereby I will carry out my employment with you as always to the very best of my abilities.

Yours sincerely

(Your Name)