

DELIVERED BY:

Employee Name	
Position/Title/Professional	
Company/Institution/Other	
Employee Address	
ID/Passport Number	

DELIVERED TO:

Employer Name	
Position/Title/Professional	
Company/Institution/Other	
Employer Address	
ID/Passport Number	

ACKNOWLEDGEMENT OF RECEIPT/FAILURE TO RECEIVE

I, _____ (Employer Name)
 hereby acknowledge that I have received the following document entitled "MANDATORY VACCINATION – INFORMATION
 REQUEST" from _____ (Employee Name)

Signed as received (by Employer)	
ID/Passport Number	
Date	
Place	

AS WITNESS(ES): *(tick the applicable box and witness beneath)*

- RECEIVED
 FAILED TO RECEIVE OR ACKNOWLEDGE RECEIPT

Witness 1 Name	
ID/Passport Number	
Date	
Place	
Signature	

Witness 2 Name	
ID/Passport Number	
Date	
Place	
Signature	

MANDATORY VACCINATION – OBJECTION

For the Attention of (Employer)	
ID/Passport Number	

Declaration:

I, _____, with ID Number/Passport Number _____, hereby decline to be vaccinated or tested for COVID-19 based on the following laws and rights.

The South African Constitution and Bill of Rights is our sovereign law, and supersedes all other law. Please refer to **Chapter 2:**

Section 7 – I have the right to human dignity, freedom and equality.

Section 9 – You may not discriminate unfairly against me directly or indirectly based on my religion, conscience and belief.

Section 10 – I have the right to dignity, freedom of choice and also, my privacy. You have no right to know my vaccination status.

Section 11 – I alone have the right to my life.

Section 12. (2) – I alone have the right to make decisions concerning my ability to reproduce, the security and control of my body. I also have the right to informed consent. In terms of the common law, this right includes the right to refuse medical treatment.

Section 15 – I have the right to freedom of conscience, religion, thought, belief and opinion.

The Health Act, 61 of 2003

There has been no legislation passed by the Minister of Health in co-operation with Government as is clearly their responsibility as defined by the above Act. 3. (1) (c). You are not responsible for my health and to demand I should be vaccinated against my will is therefore breaking the law.

The Act also states in 6. (1) (c) and 7. (1) (a, b, and c) and 8. (2) (a and b) that I should have full knowledge and informed consent but, there is no information on the ingredients and methods used to manufacture the COVID-19 vaccines, and there is also no long-term safety data on the possibility that these vaccines will cause chronic disease, such as cancer, which don't develop overnight. We will only have this information in 5, 7 or even 11 years

Finally, 6. (1) (d) and 8. (1) state that I have the right to refuse any health service.

The Consolidated Direction on Occupational Health and Safety Measures in Certain Workplaces, issued by the Department of Employment and Labour does not require a mandated vaccination plan and does not override any of my rights as laid out above. In fact, it provides the opportunity for me to decline to be vaccinated on constitutional and medical grounds.

The Labour Relations Act

This document does not provide for my dismissal if I refuse to take a vaccine. If you dismiss me because I decline to take the vaccine – this would be unfair dismissal. You have a duty to accommodate all employees – I have the right to medical and religious exemption, bodily integrity, religion, conscience and belief.

The Employment Equity Act

This document does not provide for my dismissal if I refuse to take a vaccine. In fact, you are prohibited from mandating vaccination, or discriminating against me in any way, Chapter II, 5, 6 (1) and (2) (b) and 3.

As per 7. (1) (a) and (b) - you are forbidden to force any medical tests on me.

It is illegal to change my contract without my consent, full and proper explanation of all relevant information unless you have obtained a court order.

Section 6 – You may not unfairly discriminate against me, either directly or indirectly.

Section 7 and 8 – You are forbidden to perform medical or psychological testing on me without my consent.

In respect to any decisions pertaining to my employment as it may relate to vaccination, you are required to consult with:

1. me and my (employee) representative,
2. my trade union representative,
3. and the Health and Safety Committee,

and provide me with all relevant information regarding your decisions.

If I am dismissed unfairly, I will refer the case to the CCMA, Bargaining Council if applicable, or the Labour Court in line with (Section 192 (2) of The Labour Relations Act, 66 of 1995, as Amended, read with Schedule 8 of the Act.)

Being forced to choose between being 'vaccinated' and employment, is coercion and can never be construed as consent.

Employee Name	
Date	
Place	
Signature	

Witness 1 Name	
Date	
Place	
Signature	

Witness 2 Name	
Date	
Place	
Signature	