

Gabriel Wilson
Customer Support Representative, OTDT
Head Office

Dear Gabriel,

Re: Accommodation Request

This letter confirms that Canadian Blood Services (“CBS”) has denied your request to be accommodated under the COVID-19 Vaccination Policy (the “policy”) on the basis that the requirement to be fully vaccinated against COVID-19 is a violation of your religious beliefs.

By way of background:

- You hold the position of Customer Support Representative - OTDT. In this position, you are required to provide customer service to users of the Organ Registries, documenting interactions with users, and performing all administrative duties within the Registry.
- On 2021-10-12, you submitted the Religious Creed Exemption Form to Religious Accommodations. Following receipt of this documentation, we met on 2021-10-21 to discuss, in greater detail, your request for accommodation.
- After reviewing your documentation and meeting with you, we understand your request to state the following:
 - You are requesting religious exemption because your religious beliefs conflict with receiving the COVID19 vaccinations. You believe the COVID19 vaccinations are a prefigurement for the mark of the beast and that accepting them would be in betrayal of God and deliver ownership of your body and soul to the state in violation of the first commandment. Prior to March/April 2020 you indicated that you willingly participated in the receipt of other vaccinations. You indicated that choosing not to be vaccinated was not mandated by the Confraternity of Our Lady of Fatima but a personal choice. You mentioned that even if the Pope requested that you be vaccinated you would still follow your beliefs.

We have carefully considered the information you have provided and have concluded that the reason for your refusal to be vaccinated is not due to a sincerely held religious belief, but rather due to a personal belief that will not allow you to become fully vaccinated. We base this conclusion on your written submission and our recent discussion.

You have been unable to offer any proof that your religion prevents you from becoming fully vaccinated with the COVID-19 vaccination. Through our discussions, and through the documentation you have provided, you have indicated that you perceive there to be a religious purpose preventing you from becoming fully vaccinated. While we do not wish to dictate the ways in which you practice your religion, it is our view that your beliefs do not require protection under the Ontario Human Rights code.

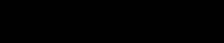
Therefore, it is our expectation that, pursuant to the policy, CBS requires you to be fully vaccinated in order to maintain employment. We recognize that achieving full vaccination is not possible prior to October 31, 2021; therefore, we require that prior to October 31st that you be able to demonstrate you are in the process of becoming fully vaccinated. Should you not be able to demonstrate your willingness to become fully vaccinated by this time, you will be placed on a ten (10) day unpaid leave of absence, effective November 1, 2021. Further correspondence regarding the unpaid leave of absence will be issued, should it be required.

We also request that you update your vaccination status in the MEDA system, and declare your vaccination status, as it relates to your intent to become fully vaccinated.

Please let me know whether you have any questions.

Sincerely,

A large black rectangular redaction box covering the signature of the sender.

 Business Partner
People, Culture and Performance