



October 1, 2021

Mark Varga
[REDACTED]
[REDACTED]

Dear Mark,

This letter is in response to your request for an exemption of mandatory vaccination in accordance with London Health Sciences Centre's ("LHSC") COVID-19 Vaccination Policy on the basis of human rights. As you are aware, LHSC will consider such exemption(s) in accordance with the protected grounds as outlined in the Ontario Human Rights Code ("OHRC").

At this time, the OHRC's has stated their "*position is that a person who chooses not to be vaccinated based on personal preference does not have the right to accommodation under the Code. Even if a person could show they were denied a service or employment because of a creed-based belief against vaccinations, the duty to accommodate does not necessarily require they be exempted from vaccine mandates, certification or COVID testing requirements. The duty to accommodate can be limited if it would significantly compromise health and safety amounting to undue hardship – such as during a pandemic*". Please see http://www.ohrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates for more information.

We have reviewed your documentation requesting an exemption, your particular request is not granted based on our assessment of the application of the Ontario Human Rights Code.

On behalf of LHSC, we thank you for your continued dedication to our patients and their families.

Sincerely,

Name
Title

cc: Employee File