

**CONFIDENTIAL**

**NOTICE TO EMPLOYER REGARDING THE COVID-19 VACCINE AND/OR SARS-COV-2 TESTING INQUIRY**

(For any South African Employee/contractor who is submitted to an Inquiry into his/her COVID-19 vaccination/testing status)

**DATE** (Complete the date of this notice): \_\_\_\_\_

**TO: EMPLOYER** (Complete the full legal name of your employer):  
\_\_\_\_\_

**ATTENTION** (Complete the name and email address of the representative of your employer):

Name:

Email:

**FROM:** (Complete your full names, Identity/passport number, employee number, email address and cellular number)

Full Names:

ID/Pass. No:

Employee No:

Email:

Cellular No:

cc. ***(Remember to cc Email this completed form to us at the same time forwarded to the Employer for our record purposes)***

LFN Legal Department, Email: [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za)

To whom it may concern,

1. As the representative of the above-mentioned Employer you are receiving this formal confidential notice, in that my Employer is presently requesting me to make available certain private information in relation to my COVID-19 vaccination and/or testing status.
2. For the record, I confidentially disclose that I have not been vaccinated against COVID-19.

**Copyright Protected Liberty Fighters Network (LFN) South Africa © 2021 Version Inq3/2021**

**Conditions of Use:** Any South African employee in need may use this notice in its unaltered format for the purpose intended free of charge. All completed notices must be emailed to the Employer and cc'd to the LFN Legal Department at [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za). LFN commits itself to assist any employee/contractor facing an occupational detriment as a result of deciding not to be vaccinated or tested, **free of charge** within our capabilities without expecting any form of remuneration. LFN solely relies on voluntary donations. Further info, kindly visit [www.libertyfighters.co.za](http://www.libertyfighters.co.za)

3. In terms of the Constitution of the Republic of South Africa, 1996, I am entitled to privacy, bodily integrity, freedom of expression and opinion, protection of my labour rights and/or to have my religious and other beliefs respected.
4. As a result of the importance of this matter and that any interaction with my Employer in relation to a possible mandatory COVID-19 vaccination and/or testing policy at the workplace may result from the inquiry, I have herewith appointed **Liberty Fighters Network (LFN)**, also copied herein, to be my lawful representative social justice organisation to communicate and interact with my Employer in this respect further on my behalf.
5. I value the privacy of my confidential medical information because of the vast number of people who could have access to the information and the potential harmful effects that may result from disclosure. The lack of respect for private medical information and its subsequent disclosure may result in fear jeopardising my right to make certain fundamental choices that I have a right to make. There is therefore a strong privacy interest in maintaining confidentiality.
6. The disclosure of my COVID-19 status, particularly within the current context, deserves protection against indiscriminate disclosure due to the nature and negative social context the disease has as well as the potential intolerance and discrimination that result from its disclosure. The affirmation of secure privacy rights within our country's Constitution may encourage me to seek treatment and divulge information encouraging disclosure of COVID-19 which has previously been hindered by fear of ostracism and stigmatisation. The need for recognised autonomy and respect for private medical information may also result in the improvement of workplace and public health policies on COVID-19.
7. Any preventive, diagnostic and therapeutic medical intervention is only to be carried out with my prior, free and informed consent, based on adequate information provided by the Employer's, and my own, health experts. The consent should, where appropriate, be express and may be withdrawn by myself at any time and for any reason without disadvantage or prejudice.
8. It is my view, based on guidance from my representative organisation, that COVID-19 is a disease like any other; however the social construction and stigma associated with the disease make fear, ignorance and discrimination the key pillars that continue to hinder progress in its prevention and treatment.
9. These pessimistic perceptions, especially from those who bluntly accept that the Government has our best interests at heart, persist to fuel prejudice towards people who choose not to be vaccinated or tested for COVID-19 at this point in time. LFN reported to me that they are currently representing numerous of employees who have been discriminated against by their employers for not taking the COVID-19 vaccine or getting tested for it.
10. Choosing to not get vaccinated or tested for COVID-19 should not be viewed as a violation of one's dignity. Rather, an acceptance that COVID-19 should be treated like any other disease would help to

**Copyright Protected Liberty Fighters Network (LFN) South Africa © 2021 Version Inq3/2021**

Conditions of Use: Any South African employee in need may use this notice in its unaltered format for the purpose intended free of charge. All completed notices must be emailed to the Employer and cc'd to the LFN Legal Department at [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za). LFN commits itself to assist any employee/contractor facing an occupational detriment as a result of deciding not to be vaccinated or tested, **free of charge** within our capabilities without expecting any form of remuneration. LFN solely relies on voluntary donations. Further info, kindly visit [www.libertyfighters.co.za](http://www.libertyfighters.co.za)

destigmatise negative perceptions and pave the right channels to encourage positive change in the lives of those afflicted with COVID-19, just like any ICD-10, J group pulmonary disease, as well as in the treatment of the disease itself. It is, however, an affront to my dignity for another person to directly or indirectly disclose details about my COVID-19 status or any other private medical information without my consent.

11. The reality is that it is claimed that merely 20% of the people in South Africa have been vaccinated against COVID-19 by November 2021. A massive 80%, the vast majority of our people, choose not to get vaccinated at present for the one or other reason – they are clearly not in a hurry to get vaccinated at all. Since the claimed vaccines have been introduced in South Africa during February 2021, the current rate of vaccinations implies that it will take around 40 months or over 3 years for everyone to get vaccinated. In that time, there will be several new variants and with the Government's main reference of authority, Prof. Abdul Karrim, miraculously reporting in public that the next COVID-19 variant wave, the 4<sup>th</sup> wave to be exact, will reach us on exactly 2 December 2021 and lasts 75 days, getting vaccinated, is currently useless.
12. The reality further, which the Employer totally discarded, is that even if all employees are vaccinated, once we leave the workplace we are in any event exposed to around 50 million people who are not vaccinated, in particular most of our families and friends. In absence of the Employer also making a policy that it will only serve vaccinated clients/customers (and other outside people entering the workplace), whom appears to be treated preferential to us as employees, the current proposed mandatory COVID-19 vaccination policy fails to be logical. Whether we are exposed to one another with proper COVID-19 measures implemented, or with the broader unvaccinated public, makes any mandatory policy incompetent.
13. Vaccinated people should not be relying on unvaccinated people to protect them against COVID-19; that is supposed to be the vaccine's job if it really works.
14. As purporting to have undertaken a proper assessment in terms of the feasibility and need for a mandatory COVID-19 vaccination policy, clearly the assessment was conducted in a one way street not taking the will of the employees and the public visiting the workplace into consideration. LFN has advised me that it has observed that in general many employees are merely submitting themselves to be vaccinated for COVID-19, because they fear of being submitted to an occupational detriment and that many employers are using the COVID-19 "mandatory vaccination" excuse to also downsize; especially after the financial difficulties suffered by industries as a result of the ongoing COVID-19 measures being imposed.
15. Thus, many employees are coerced into being vaccinated based on unavailable data to the actual effectiveness of the experimental COVID-19 vaccines as reported and observed by the extensive

**Copyright Protected Liberty Fighters Network (LFN) South Africa © 2021 Version Inq3/2021**

Conditions of Use: Any South African employee in need may use this notice in its unaltered format for the purpose intended free of charge. All completed notices must be emailed to the Employer and cc'd to the LFN Legal Department at [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za). LFN commits itself to assist any employee/contractor facing an occupational detriment as a result of deciding not to be vaccinated or tested, **free of charge** within our capabilities without expecting any form of remuneration. LFN solely relies on voluntary donations. Further info, kindly visit [www.libertyfighters.co.za](http://www.libertyfighters.co.za)

medical and scientific LFN team of experts. Unless, the Employer can produce evidence that would find the opinion of these experts as incorrect, I have no reason to question their findings.

16. As a matter of fact, LFN's team of experts confirmed that there is no COVID-19 vaccine that has been fully approved by the World Health Organisation (WHO) as yet. All the so called COVID-19 vaccines are only candidate vaccines, thus experimental. Some of these candidate vaccines was approved as an Emergency Use Listing (EUL)<sup>1</sup>, only meaning that the testing/trial phases of those candidate vaccines have been accelerated to be tested on the public. This means in particular that any human being who elects to receive any of these candidate vaccines, becomes a test subject. I am not prepared to be a test subject (*aka* "lab-rat") for any pharmaceutical company at this point in time.
17. LFN works with these cases of forced "vaccination" policies daily and it can assure the Employer that even in accordance with the "COVID-19 vaccine tracker and landscape"<sup>2</sup> of the WHO, that this *apex* world health authority does not ensure the safety or effectiveness of any of these candidate COVID-19 vaccines. It's very Disclaimer reads as follows:

*"These landscape documents have been prepared by the World Health Organization (WHO) for information purposes only concerning the 2019-2020 pandemic of the novel coronavirus. Inclusion of any particular product or entity in any of these landscape documents does not constitute, and shall not be deemed or construed as, any approval or endorsement by WHO of such product or entity (or any of its businesses or activities). While WHO takes reasonable steps to verify the accuracy of the information presented in these landscape documents, WHO does not make any (and hereby disclaims all) representations and warranties regarding the accuracy, completeness, fitness for a particular purpose (including any of the aforementioned purposes), quality, safety, efficacy, merchantability and/or non-infringement of any information provided in these landscape documents and/or of any of the products referenced therein. WHO also **disclaims** any and all liability or responsibility whatsoever for any death, disability, injury, suffering, loss, damage or other prejudice of any kind that may arise from or in connection with the procurement, distribution or use of any product included in any of these landscape documents."*

---

<sup>1</sup> "The WHO Emergency Use Listing Procedure (EUL) is a risk-based procedure for assessing and listing unlicensed vaccines, therapeutics and in vitro diagnostics with the ultimate aim of expediting the availability of these products to people affected by a public health emergency. This will assist interested UN procurement agencies and Member States in determining the acceptability of using specific products, based on an essential set of available quality, safety, and efficacy and performance data." <https://www.who.int/teams/regulation-prequalification/eul>

<sup>2</sup> <https://www.who.int/publications/m/item/draft-landscape-of-covid-19-candidate-vaccines>

**Copyright Protected Liberty Fighters Network (LFN) South Africa © 2021 Version Inq3/2021**

**Conditions of Use:** Any South African employee in need may use this notice in its unaltered format for the purpose intended free of charge. All completed notices must be emailed to the Employer and cc'd to the LFN Legal Department at [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za). LFN commits itself to assist any employee/contractor facing an occupational detriment as a result of deciding not to be vaccinated or tested, **free of charge** within our capabilities without expecting any form of remuneration. LFN solely relies on voluntary donations. Further info, kindly visit [www.libertyfighters.co.za](http://www.libertyfighters.co.za)

18. With all these facts in mind, it is my view and also the advice from LFN, that in any event the confusing and misleading consolidated direction (guideline) issued by the Minister of Employment and Labour<sup>3</sup> refers to when there is a fully approved COVID-19 vaccine, and does not refer to any candidate vaccine. Further, a direction is not regarded as a law of general application referenced in Section 36 of the Constitution; only the empowering regulations issued in terms of Section 27(2) of the Disaster Management Act are. Thus, one has a choice to follow such direction or not and bears no criminal or civil penalty at all.
19. Any future choice to potentially refuse to be vaccinated or tested, for any cause whatsoever, may not lead to any occupational detriment committed against me.
20. I am willing to, at the expense of the Employer, receive professional guidance from any registered health practitioner or nurse in respect of both advantages and disadvantages of being vaccinated and/or tested for COVID-19 and that it will remain my own free choice to accept or not to accept such advice.
18. Meanwhile, I further choose not to undergo any test for COVID-19, unless I am advised by my own chosen medical practitioner to be tested or an order of court legitimately obtained directs me to be tested.
19. The Employer is kindly required to in future communicate directly with my chosen representative organisation LFN regarding this matter, with contact details as follows:-

LFN Legal Department  
Telephone: +27 (0) 12 023 1976  
Email: [legal@libertyfighters.co.za](mailto:legal@libertyfighters.co.za)

20. My rights remain fully reserved.

Yours Sincerely,

---

Employee (Signature)

---

<sup>3</sup> GN R499 GG 44700 (11 June 2021)