

Data Scientist Files Internal Appeal of Bank of Canada's Mandatory Vaccination Policy

By [Ontario Civil Liberties Association](#)

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Dr. Joseph Hickey, a data scientist at the Bank of Canada (Canada's central bank) was placed on unpaid leave without benefits by his employer in November 2021, for declining to receive injections of a COVID-19 vaccine [See also: [OCLA blog post](#), [media article 1](#), [media article 2](#)].

On March 16, 2022, Dr. Hickey submitted an internal appeal of the Bank's decision. His 766-page [submission](#) describes and cites the scientific evidence that demonstrates there are many medical reasons for declining vaccination, including that:

- There was no emergency that caused large amounts of deaths in Canada in 2020-2021 that would justify vaccinating the entire population;
- There is no reliable evidence that the COVID-19 vaccine products provide any health benefit;
- Vaccine products injected via intramuscular routes are in-effect physiologically incapable of preventing infection and transmission of respiratory illnesses;
- There is autopsy, surveillance, and statistical evidence of grave dangers of COVID-19 vaccine products;
- There are more than 1000 peer-reviewed articles providing evidence of harm from COVID-19 vaccine products;
- There is a significantly increased risk of dangerous heart inflammation following injection with a COVID-19 vaccine product, especially for younger males, and this danger is heightened for those who engage in strenuous physical activity;
- Natural immunity provides robust and sufficient protection against respiratory illnesses; and
- It is a fundamental principle of medicine that individual assessment of risk is a personal and confidential choice and the decision to receive or not receive a medical intervention must be made with free and informed consent.

A copy of the submission can be read at the link [here](#). The sections containing the scientific and medical submissions begin on pg. 14, and can be navigated using the “bookmarks” in the PDF file (in the left column in Adobe PDF reader).

Excerpts from the submission:

BANK OF CANADA INTERNAL APPEAL
(Of denial of accommodation under the Bank of Canada’s COVID-19 Vaccination Policy)

BETWEEN:

JOSEPH HICKEY
Appellant (Employee)

and

BANK OF CANADA
Defendant (Employer)

APPEAL SUBMISSIONS

Submitted by email pursuant to instructions received from [REDACTED], Bank of Canada, via emails dated Nov. 19, 2021 (at Tab 3), Nov. 23, 2021 (at Tab 5), and Feb. 10, 2022 (at Tab 6); and from [REDACTED], Raymond Chabot Grant Thornton, by letter dated Nov. 24, 2021 (at Tab 7) and by email dated Dec. 14, 2021 (at Tab 4)

SUBMITTED MARCH 16, 2022

Submitted by:

Dr. Joseph Hickey, PhD
Data Scientist, Canadian Economic
Analysis Dept., Bank of Canada

[REDACTED]

Submitted to:

[REDACTED]
Senior Employee Relations Specialist,
Human Resources Dept., Bank of Canada

[REDACTED]

[REDACTED]
Senior Case Manager & Project Lead in Service
Operations, Raymond Chabot Grant Thornton

[REDACTED]

Summary

"The underlying values and principles of a free and democratic society are ... the ultimate standard against which a limit on a right or freedom must be shown, despite its effect, to be reasonable and demonstrably justified." – Chief Justice of Canada Brian Dickson, in *R. v. Oakes*

The government is coercing me to receive a medical treatment by injection that has a proven risk of death, allegedly to protect my co-workers and to protect the population at large in Canada. There is no reliable scientific evidence that the injection provides any benefit to the subject or to anyone else. Moreover, even if the injection did provide benefit, it is unnecessary, because:

1. Asymptomatic transmission is never a driver of outbreaks.

In the words of Dr. Anthony Fauci:¹

"The one thing historically people need to realize, that even if there is some asymptomatic transmission, in all the history of respiratory borne viruses of any type, asymptomatic transmission has never been the driver of outbreaks. The driver of outbreaks is always a symptomatic person. Even if there's a rare asymptomatic person that might transmit, an epidemic is not driven by asymptomatic carriers."

This means that asymptomatic people essentially do not transmit viral respiratory diseases.

2. Natural immunity provides robust and sufficient protection against viral respiratory infection, as has always been the case throughout the biological and evolutionary history of air-breathing animals on Earth.
3. Regular testing of unvaccinated employees is deemed sufficient in many workplaces, including the entire Quebec health system.
4. I do my work entirely from home by electronic communication, as was the case from March 13, 2020, to November 22, 2021, when I was placed on unpaid leave without benefits for declining to receive a COVID-19 vaccine.

Indeed, it would be difficult to imagine hypothetical circumstances in which I could not perform my work from home, and this situation has never arisen. My work as a data scientist is theoretical, and does not involve repairing or maintaining equipment or facilities, or providing personal physical contact with clients, co-workers, or supervisors.

Forcing an individual to accept an unwanted injection having proven risks of serious injury and death in order to access work is irreconcilable with a free and democratic society, and represents a repugnant authoritarian precedent. Even in Canadian school systems, where children have potential to transmit a

¹ Dr. Anthony Fauci, Director of the U.S. National Institute of Allergy and Infectious Diseases (NIAID), as quoted in R.F. Kennedy Jr., "The Real Anthony Fauci: Bill Gates, Big Pharma, and the Global War on Democracy and Public Health", Skyhorse Publishing (New York, 2021).

number of contagious diseases to one another, vaccination is not compulsory, in that parents can opt their child out of vaccination and the child can still attend school.

Because of the coercion to be injected, I have been excluded from my work, lost my salary and benefits, and been socially ostracized.

In these submissions (Section 2e), I describe the science that demonstrates that vaccination mandates for COVID-19 are arbitrary, irrational, unnecessary, injurious, and lethal.

I ask for a new evaluation of my request to be accommodated under the Bank of Canada's COVID-19 Vaccination Policy, and I submit additional medical reasons for declining vaccination, and additional information about the religious and human rights aspects of my accommodation request.

The additional medical reasons for declining vaccination (see Section 2e) include that:

- There was no emergency that caused large amounts of deaths in Canada in 2020-2021 that would justify vaccinating the entire population;
- There is no reliable evidence that the COVID-19 vaccine products provide any health benefit;
- Vaccine products injected via intramuscular routes are in-effect physiologically incapable of preventing infection and transmission of respiratory illnesses;
- There is autopsy, surveillance, and statistical evidence of grave dangers of COVID-19 vaccine products;
- There are more than 1000 peer-reviewed articles providing evidence of harm from COVID-19 vaccine products;
- There is a significantly increased risk of dangerous heart inflammation following injection with a COVID-19 vaccine product, especially for younger males, and this danger is heightened for those who engage in strenuous physical activity;
- Natural immunity provides robust and sufficient protection against respiratory illnesses; and
- It is a fundamental principle of medicine that individual assessment of risk is a personal and confidential choice and the decision to receive or not receive a medical intervention must be made with free and informed consent.

I ask to be permitted to continue working from home, as I did from March 2020 to November 2021, until the Bank of Canada's mandatory vaccination policy is repealed.

[Click here to read the submission.](#)

Hickey's submission also contains sections describing:

- his religious and human rights (age & sex) grounds for accommodation (section 3);
- Canadian caselaw demonstrating that the vaccine mandates violate the *Charter* rights to freedom of conscience, freedom of religion, and life, liberty, and security of the person, and other legal principles (section 4).

Joseph Hickey is also the (volunteer) Executive Director of the Ontario Civil Liberties Association (OCLA).

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