

From: [Karen Matthews](#)
To: [Karen Matthews](#)
Subject: Vaccine Mandate Survey
Date: November 18, 2021 8:51:02 AM

From: katie capadouca < >

Sent: November 8, 2021 4:12 PM

To: Charlene Mckay <Charlene.Mckay@sd68.bc.ca>; Greg Keller <Greg.Keller@sd68.bc.ca>; Jessica Stanley <Jessica.Stanley@sd68.bc.ca>; Chantel O'Neill <Chantel.Oneill@sd68.bc.ca>; Elaine Wilkinson <Elaine.Wilkinson@sd68.bc.ca>; Tania Brzovic <Tania.Brzovic@sd68.bc.ca>; Stephanie Higginson <Stephanie.Higginson@sd68.bc.ca>; Bill Robinson <Bill.Robinson@sd68.bc.ca>

Subject: Vaccine Mandate Survey

CAUTION: External Message

I appreciate your duty as an elected board member and employer to carry out the democratic process by conducting a vaccine survey. I understand that the board is reviewing the information from the Ministry of Education on k-12 sector guidelines for vaccination policies.

Please keep in mind, no matter the results of the survey, or how many people opt to participate- that the democratic process of conducting a survey cannot override the law.

Many laws would be in breach if a vaccine mandate were to come into effect such as the BC Human Rights code Section 13:

Discrimination in employment

13 (1)A person must not

(a)refuse to employ or refuse to continue to employ a person, or

(b)discriminate against a person regarding employment or any term or condition of employment

because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

Please also consider for an educational system and school district that honours anti-bullying, truth and reconciliation and equity building, a vaccine mandate would absolutely violate these exact

messages you are trying to instill in all staff, students and the larger Nanaimo-Ladysmith community.

Many thanks for your time and consideration in reading this email,

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Katie Capadouca

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