[Your address]

[Your email]

[Telephone]

[Date]

Dear …

In your [email/letter] on [date] you told me that I must [get a vaccination/ wear a mask/ be tested regularly] as a condition of my [ongoing employment / continuing to use your services] at [company name]. I have explained to you that I [prefer not to / cannot] [test/vaccinate/mask] because [I am exempt, on account of my XXXXX condition / there are risks associated with the vaccines that I am particularly vulnerable to, on account of my XXXXX condition / there is not enough trial data to ensure long term safety of any COVID vaccine / the test swabs are sterilised in ethylene oxide, a neurotoxin can cause serious harm / other reasons…]

It seems we cannot agree on this issue so I would like to draw your attention to Article 6.1 of the UNESCO Declaration on Bioethics and Human Rights (**Bioethics Declaration**), which the United Kingdom became a signatory to in 2005 *[check the list for your country, if you are outside the UK: https://en.unesco.org/countries]*. Article 6.1 (consent) states,

**“Any preventive, diagnostic and therapeutic medical intervention is only to be carried out with the prior, free and informed consent of the person concerned, based on adequate information. The consent should, where appropriate, be express and may be withdrawn by the person concerned at any time and for any reason without disadvantage or prejudice.”**

Since [vaccines / testing / masks] are [preventative / diagnostic] medical interventions, this means that I have free choice over whether to accept or decline. Free means that I shouldn’t be subjected to pressure, coercion or threats in order to make me accept, and informed consent means that I should have access to all the information relevant to me, to make my decision.

I have researched adequately by [considering independent data and facts that are relevant to my age group, health conditions and health status. I’ve weighed up the risks and benefits and decided that it would not be beneficial to my health if I vaccinate / wear a mask / take regular tests]. I have relied on authoritative sources such as the British Medical Journal, The Lancet and official government data.

According to the Bioethics Declaration, I don’t have to give a reason for declining any medical intervention but I felt it would help if I explain my reasoning, and reassure you that I have not taken this decision lightly.

The Bioethics Declaration also states that I must not be disadvantaged or prejudiced in any way because of my decision. This means that I should not be [dismissed or suspended, or have my salary stopped or reduced / denied a service], because of my decision not to [vaccinate/test/mask].

[I enjoy my work and I wish to continue in my present employment as normal, with the same prospects that I would expect if I agreed to vaccinate /test / mask].

[UK ONLY: Further, because my mask exemption is based on a hidden disability, forcing me to wear a mask or denying me rights or a service for not wearing one is direct discrimination against a protected characteristic under the Equality Act 2010. There is a penalty of up to £9,000 for such discrimination and there are already cases of compensation having been paid for mask discrimination.]

I hope that this legal framework around informed consent will help shed some light on the issue so that we can come to an amicable agreement without too much delay.

I look forward to hearing from you.

Yours sincerely,

[signature]

[name]