

August \_\_, 2021

To Whom It May Concern;

This letter is to inform you, the business owner, and/or persons in authority regarding my employment of the following which you may not be aware of, but I am. Notably the violation of existing company Non-Discrimination contracts which I and my employer have signed. While I have not violated this part of my contract, you, my employer, have.

Your current efforts to enforce illegal State mandates for Masks, PCR Tests, Vaccines and/or ANY medical treatment is unlawful and opens the business and individuals attempting to enforce these mandates to full liability and open to civil proceedings for psychological and financial damages. This is NOT just for the business, but also includes suing individuals who are enforcing such illegal mandates falling under discrimination. Current laws that support this fall under "Unlawful Discrimination in Employment, Public Accommodations and Real Property Transactions":

1. ORS 659A.030 - Discrimination because of race, color, religion, sex, sexual orientation, national origin, marital status, age or expunged juvenile record prohibited.
2. ORS 659A.375 - Employer policies relating to prevention of discrimination and sexual assault.
3. ORS 659A.400 - Place of public accommodation defined.
4. ORS 659A.403 - Discrimination in place of public accommodation prohibited.
5. ORS 659A.409 - Notice that discrimination will be made in place of public accommodation prohibited.

In addition as a health care worker, under ORS 433.416 (3) - When Employer to provide preventative immunization

- (1) An employer of a **health care worker** at risk of contracting an infectious disease in the course of employment shall provide to the worker preventative immunization for infectious disease if such preventative immunization is available and is medically appropriate.
- (2) Such preventative immunization shall be provided by the employer at no cost to the worker.
- (3) **A worker shall not be required as a condition of work to be immunized under this section, unless such immunization is otherwise required by federal or state law, rule or regulation.**

Oregon Governor mandates, directives, and emergency orders do not trump Oregon Law. You have placed me in the unique position to seek remedy based on Oregon Law unless your attempts at mandates aren't fully retracted immediately. Should the company not take immediate corrective action, then financial remedies will be sought under current laws for damages on the above violations.

Know that I cannot in good faith, to perform my employment contract and non discrimination policy, abide in unlawful policy decisions nor condone their application to other persons. According to ORS 431.180, ORS 431A.015(2)(d)(A)(B), ORS 433.416(3), ORS 659A.030(d)(f)(g), ORS 659.850, ORS 659A.375, ORS 659A.400, ORS 659A.403, ORS 659A.406, ORS 659A.409 and ORS 659A.142, 42 USC 2000(series), ORS 659.850 (educational institutions of ANY KIND) 18 USC 241, 242, and 18 USC 4, I cannot faithfully execute my employment contract while violating the state and federal constitutions and federal and state laws, while also remaining silent and obedient to this deprivation of protected rights. I intend to keep my employment as protected by many other statutes and will continue to uphold the laws of this state. This serves as a legal notice pursuant to ORS 71.2020. Thank you for understanding.

Sincerely,

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