



Senator GERARD RENNICK

LNP Senator for Queensland

Ms Lorraine Finlay
Australian Human Rights Commission
GPO Box 5218
Sydney NSW 2001

10 May 2022

Dear Ms Finlay,

RE: Vaccine Mandates and Human Rights

I write to you regarding mandatory vaccination requirements and how they interact with human rights law.

Human Rights Law

The *Australian Human Rights Commission Act 1986* gives effect to Australia's obligations under several international human rights treaties that we are signed on to. One of these is the International Covenant on Civil and Political Rights which states in article 7 that "no one shall be subjected without his free consent to medical or scientific experimentation." How is a vaccine employment mandate not an infringement of this right?

Further, Article 4 of the treaty provides that during times of public emergency there may be some derogation of rights but there are some rights that are non-derogable, including article 7. A suspension of this right is not in line with human rights law.

The public emergency argument is no longer valid since the Federal Government lifted the State of Emergency on April 17th, 2022. It has become apparent as the pandemic has progressed that the severity of Covid-19 is relatively low, especially amongst the healthy working-age population.

It has also become apparent that the Covid-19 vaccines are not fit for purpose. They have failed to provide immunity, stop transmission or hospitalisations.

The Covid-19 vaccines have, however, resulted in a large number of vaccine injuries, especially amongst the working-age population. This is another reason why employers should not mandate Covid-19 vaccines as they do not have the right to subject their employees to the risk of vaccine injury.

Disability Discrimination Act

The *Disability Discrimination Act 1992* makes it illegal to discriminate against anyone based on a disability, including when it comes to employment. The definition of disability in section 4(c)(d), includes the presence in the body of organisms causing or capable of causing disease or illness.

This definition of disability is extended under section 4(j)(k) to include anything that may exist in the future or is imputed to the person, such as a disease. Therefore, it is not possible to lawfully discriminate against an unvaccinated person who is imputed to have Covid.

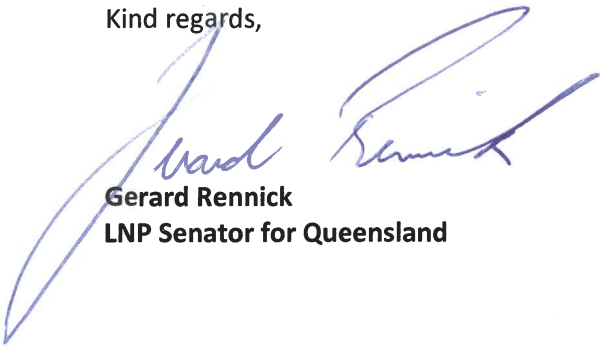
No one should be treated differently because of a disease they do not have.

Section 48(b) of the Act provides an exemption for discrimination if it is reasonably necessary to protect public health. But as explained above, this no longer applies as the State of Emergency has been lifted by the Federal Health Minister on the advice of the Chief Medical Officer.

What is the Human Rights Commission's position on employers enforcing vaccine mandates on their employees? Are employers in breach of the *Australian Human Rights Commission Act 1986* or the *Disability Discrimination Act 1992*?

I look forward to your reply.

Kind regards,



Gerard Rennick
LNP Senator for Queensland

CC: Commission President Prof. Croucher AM
Disability Discrimination Commissioner Dr Gauntlett