

2021 October 26

To: *Honourable Kaycee Madu
Minister of Justice and Solicitor General, Deputy House Leader
Office of the Minister of Justice and Solicitor General
424 Legislature Building
10800-97 Ave
Edmonton, AB
T5K 2B6*

From: *#1986 S/Sgt Rick Abbott
Edmonton Police Service
9620-103a Ave
Edmonton, AB
T5H 0H7*

Dear Sir,

I am writing to you today only because of an instinct that you have a level of integrity that appears unwavering. I have debated who to send this to knowing my position with the Edmonton Police Service under Chief Dale McFee is in great peril by coming forward.

I will not sit silent on the segregationist and tyrannical policies of Chief Dale McFee and his Executive Officer Team (EOT). It is my intention to file a formal complaint under the Alberta Police Act and Police Service Regulations against Chief Constable Dale McFee Reg.#4223 and the EOT consisting of Deputy Chief Keven Brezinski Reg.# 1797, Deputy Chief Alan Murphy Reg.# 1972, and Deputy Chief Darren Derko Reg.# 1668, Deputy Chief/Chief Operations Officer Enyinnah Okere and Innovation and Technology Bureau Chief Officer Ron Anderson.

On this evening shift there is approximately 4 out of 20 pro-choice employees working. I say approximately because of the secretive nature of being pro-choice. Employees do not all openly share their vaccination status or their political views on pro-choice vs. segregation because they are afraid of Chief McFee and his EOT. The incident I'm about to describe has been happening every day but this example has compelled me to come forward.

Occasionally (rarely because of the high call volume in Patrol) a squad will decide to sit down together to eat in West Division when the next crew takes to the street. It is a wonderful time to share, relax and bond with your squad mates who are struggling through the realities of being a front line police officer. Unless you have chosen not to take the experimental Covid vaccines.

The unvaccinated are expected to respond to calls for service sharing the same police car, hold the same radio mike, use the same mobile work station, share the same washrooms, showers, locker rooms, parade room, computers and even use Category I and II uses of force alongside their brothers and sisters in Patrol. But the unvaccinated who submit to rapid testing are not allowed to use the lunchroom or the gymnasium.

Tonight, I witnessed unvaccinated members segregated from their work mates to eat and it was disgusting. Not just disgusting because I'm ashamed of the poisoned work environment our EOT has

created, but equally disgusting because the segregation plans are working on our people. The members of the squads that exclude their friends are doing so mostly out of fear of the tyranny from our EOT and Chief. My subjective analysis is that most of our Patrol members are pro-choice. They admit to me that they're afraid of becoming the next Cst Robert Kitchen.

The firing (suspension without pay) of Cst. Kitchen for not filling out a questionnaire sends a clear message: do not question the regime. It doesn't matter that Cst Kitchen posed precisely no threat to anyone's health. Of course, this is not about health. This is about power and coercion. This draconian tactic is working. Because people are afraid, they are saying nothing publicly.

Some of the unvaccinated also come to me and confess. I've been told in confidence that it is humiliating to be segregated. These members are under a large amount of stress and it is starting to take a toll on them mentally. One way of maintaining a healthy body and mind is physical exercise, but these members are denied the use of the gyms which could help relieve their stress. How long before we have more members off on stress leave or worse? This is creating an officer safety risk by creating unfit and stressed members working on the streets.

Because of my open criticism of Chief McFee's mandatory vaccination disclosure (that very nearly cost me my job) the pro-choice advocates feel safe to tell me the truth about how they feel humiliated, belittled and fearful. They openly admit that they put on a brave face to act courageous and take the chiding from squad mates in-stride, but it is not funny. This is systemic bullying and EPS-sanctioned harassment.

We are told the reasons for segregating the unvaccinated from the lunchrooms and gyms because this is where 'science' reports that Covid is spread, yet no-one can cite any studies. This argument falls flat on its face with even the slightest amount of reason and common-sense applied: Those who are taking rapid testing are the only persons in the building *known* to be Covid-free!

If all EPS employees were subject to equal testing (ie, every employee rapid tested every 72 hrs) it would not be immoral. This would show that the EPS is truly acting for the safety of the membership and the folks we serve. But our current policies can only mean that the policies applied by our EOT are meant to coercively force our employees into the experimental vaccines.

Let's use plain English to logically translate our current "options" on vaccination:

- a) Take the vaccine.
- b) Submit to rapid testing every 72 hours at your own cost and be publicly humiliated.
- c) Don't get paid and lose your means of supporting your family.

Or, in even simpler terms, ***get vaccinated or the EPS will make life so horrible for you that you will submit.***

The only logical explanation for this horribly immoral stance is tyrannical leadership. It is abhorrent and none of us should stand for it. This type of bullying must end.

The pro-choice advocates not vaccinated that I'm aware of in West Division are not animals. They are not 'anti-vax'. They are not stupid. They are not irresponsible. These are folks that dedicated their

service without question when we still didn't know that serious illness from Covid-19 is nuanced, and we're treating them like second-class citizens.

Principles of diversity, inclusivity and equity espoused by our EOT have been ignored. The coerciveness and tyranny subjected on our people prove that diversity will not be tolerated, that those who fall out of line will be excluded and only those who fall in line will have an equal chance.

Stand up and say 'no'. If *you* don't say 'no', you'll be next. Where is your 'line in the sand'? The 3rd 'booster'? The 5th? Electronic monitoring?

The above named Executives appear to be contravening the following policies and rules of law:

1. Edmonton Police Service Policy

EPS employees are assured of a harassment free workplace which is defined as a respectful, inclusive, and positive work environment. Chief McFee and the ELT have contravened policy by humiliating, discriminating and intimidating employees as of means of improving vaccination rates. In doing so they have created an environment where employees are fearful of having open conversations with co-workers and superiors. They are encouraging a workplace that goes along to get along, not a workplace where employees are encouraged to stand up for their very rights and freedoms and those of the citizens they are sworn to protect. By arbitrarily deciding that unvaccinated or non-disclosed members cannot use fitness facilities or lunchrooms with their co-workers a massive divide is created amongst the membership. It is humiliating for those segregated and discriminated against and creates a toxic and poisonous work environment. To quote the below policy "Harassment in the workplace creates an intimidating and offensive climate, can be a form of discrimination, affects individuals' dignity and self-esteem, and will not be tolerated by the EPS.

Harassment in the Workplace Policy

Policy Number: HR27PO

To prevent workplace harassment and, if workplace harassment occurs, to address the inappropriate behaviour at the earliest stage and restore the work environment. This policy applies to all EPS employees, contractors, and volunteers. This policy applies to behaviour in the workplace or at any location or event related to work, including work-related use of social networking sites.

The EPS is committed to providing a respectful, inclusive, and positive work environment that is free from workplace harassment. This commitment is aligned with requirements set out in the Alberta Occupational Health and Safety Act, the Alberta Human Rights Act and the Criminal Code of Canada.

Every employee, contractor, and volunteer has the right to work in an environment free of workplace harassment and any employee, contractor, or volunteer who is subjected to workplace harassment has the right to have their concerns addressed in accordance with policy and procedure. The EPS, in collaboration with employees, contractors and volunteers, is responsible for fostering a harassment free work environment.

All individuals in the workplace are expected and required to conduct themselves in accordance with the standards and principles established by the policy even in the absence of a complaint of harassment. Harassment in any form will not be tolerated.

Definitions:

- **Harassment**-Any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought to reasonably know will or would cause offence, humiliation or intimidation to an employee. Harassment includes sexual harassment and harassment within the meaning of the Alberta Human Rights Act (i.e.: based on race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, ancestry, age, place of origin, marital status, source of income, family status, and sexual orientation). Harassment includes incidents at any event or any location related to work.

Harassment may also include behaviours, conduct, comments, or activities which are not directed specifically at an individual, but nonetheless create a degrading or offensive “poisoned” work environment.

It is important to recognize that it is the objective view of the behaviour and its impact on others, not the intent of the respondent which determines whether or not harassment has occurred.

Attitudes and actions that were once considered acceptable in the workplace may no longer be appropriate.

- **Discrimination**- An adverse impact based on a protected ground according to the Alberta Human Rights Act. Discrimination may be intentional or unintentional. It may involve negative differential treatment, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may be present even if it is only one of many factors affecting a decision or action.
- **Retaliation**- Any action that adversely impacts an individual that is taken in response to that individual raising a concern or participating in any process under the EPS Harassment in the Workplace Policy or procedure. Retaliation may include but is not limited to dismissal, demotion, unwarranted transfer, denial of opportunities or exclusion from activities within the organization, or harassment of an individual as a result of their having raised a concern or having participated in any process under the EPS Harassment in the Workplace Policy or procedure.

Policy Statement:

- A. Harassment in the workplace creates an intimidating and offensive climate, can be a form of discrimination, affects individuals’ dignity and self-esteem, and will not be tolerated by the EPS.
- F. Retaliation is strictly prohibited against a person who invokes any process under the Harassment in the Workplace Policy or procedure, files a workplace harassment complaint, reports that another person is being subjected to workplace harassment, or cooperates or assists with an investigation under this policy.
- G. Any employee, contractor, or volunteer who engages in workplace harassment, retaliation, or knowingly and wilfully makes a false allegation of workplace harassment is subject to;

disciplinary action if any employee, the termination of services if a volunteer, and the termination of contract if a contractor.

J. Supervisors are specifically responsible for:

3. Ensuring harassment is not allowed, condoned, or ignored (note that supervisors may be considered party to the harassment if they fail to take corrective actions).

2. The Nuremberg Code (1947)

By way of threatening disciplinary action or loss of employment through leave without pay Chief McFee and the EOT have contravened this international ethical code by means of coercion.

“this document enunciates the requirement of voluntary informed consent of the human subject”

1. The voluntary consent of the human subject is absolutely essential. This means that the person involved should have legal capacity to give consent; should be so situated as to be able to exercise free power of choice, without the intervention of any element of force, fraud, deceit, duress, overreaching, or other ulterior form of constraint or coercion; and should have sufficient knowledge and comprehension of the elements of the subject matter involved as to enable him to make an understanding and enlightened decision. This latter element requires that before the acceptance of an affirmative decision by the experimental subject there should be made known to him the nature, duration, and purpose of the experiment; the method and means by which it is to be conducted; all inconveniences and hazards reasonably to be expected; and the effects upon his health or person which may possibly come from his participation in the experiment. The duty and responsibility for ascertaining the quality of the consent rests upon each individual who initiates, directs, or engages in the experiment. It is a personal duty and responsibility which may not be delegated to another with impunity.

3. Canadian Charter of Rights and Freedoms

As outlined below in the Canadian Charter of Rights and Freedoms all Canadians have the rights and freedoms of conscience and religion which protects individuals right to make choices based on those grounds free from government interference. Furthermore, section 7 provides that all Canadians are entitled to the rights and freedoms of liberty and security of the person which protects their physical autonomy from government or employer interference. Chief McFee and his team’s protocol violates the freedom of choice and physical autonomy of each individual in coercing vaccination and continual medical testing.

“Canada is founded upon principles that recognize the supremacy of God and the rule of law”

Guarantee of Rights and Freedoms

1. The Canadian Charter of Rights and Freedoms guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society

Fundamental Freedoms

2. Everyone has the following fundamental freedoms: (a) freedom of conscience and religion; (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; (c) freedom of peaceful assembly; and (d) freedom of association.

Legal Rights

7. Everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice.

Equality Rights

- 15(1). Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

4. Canadian Bill of Rights

Every EPS employee is protected under Section 1(a) of the Canadian Bill of rights.

“the Canadian Nation is founded upon principles that acknowledge the supremacy of God, the dignity and worth of the human person... Affirming also that men and institutions remain free only when freedom is founded upon respect for moral and spiritual values and the rule of law”

1. It is hereby recognized and declared that in Canada there have existed and shall continue to exist without discrimination by reason of race, national origin, colour, religion or sex, the following human rights and fundamental freedoms, namely,
 - a. The right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law;
 - b. The right of the individual to equality before the law and the protection of the law;
2. Every law of Canada shall, unless it is expressly declared by an Act of the Parliament of Canada that it shall operate notwithstanding the Canadian Bill of Rights, be so construed and applied as not to abrogate, abridge or infringe or to authorize the abrogation, abridgement or infringement of any of the rights or freedoms herein recognized and declared, and in particular, no law of Canada shall be construed or applied as to
 - a. Authorize or effect the arbitrary detention, imprisonment or exile of any person;
 - b. Impose or authorize the imposition of cruel and unusual treatment or punishment;
- 5(1). Nothing in Part I shall be construed to abrogate or abridge any human right or fundamental freedom not enumerated therein that may have existed in Canada at the commencement of this Act.

5. Canadian Human Rights Act

As outlined in this Act, the resulting discipline in the protocol issued to EPS members as well as the mandatory disclosure of confidential medical information are both discrimination and harassment on the grounds of genetic characteristics. The subsequent releasing of vaccination statistics to the media violates section 12(b) of the Act which states “it is discriminatory practice to publish or display before the public any notice that incites or is calculated to incite others to discriminate. Notifying the media of EPS’ vaccination compliance further polarizes the organization and public against the unvaccinated or undisclosed.

The purpose of this Act is to extend the laws in Canada to give effect... to the principle that all individuals should have an opportunity equal with other individuals to make for themselves the lives that they are able and wish to have their needs accommodated, consistent with their duties and obligations as members of society, without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Proscribed Discrimination

3(1) For all purposes of this Act, the prohibited grounds of discrimination are race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

(3) Where the ground of discrimination is refusal of a request to undergo a genetic test or to disclose, or authorize the disclosure of, the results of a genetic test, the discrimination shall be deemed to be on the ground of genetic characteristics.

Discriminatory Practices

5. It is a discriminatory practice in the provision of goods, services, facilities or accommodation customarily available to the general public

(a) to deny, or to deny access to, any such good, service, facility or accommodation to any individual, or

(b) to differentiate adversely in relation to any individual

on a prohibited ground of discrimination.

Employment

7. It is a discriminatory practice, directly or indirectly,

(a) to refuse to employ or continue to employ any individual, or

(b) in the course of employment, to differentiate adversely in relation to an employee,

on a prohibited ground of discrimination.

Employee organizations

9(1). It is a discriminatory practice for an employee organization on a prohibited ground of discrimination

- (a) to exclude an individual from full membership in the organization;
- (b) to expel or suspend a member of the organization; or
- (c) to limit, segregate, classify or otherwise act in relation to an individual in a way that would deprive the individual of employment opportunities, or limit employment opportunities or otherwise adversely affect the status of the individual, where the individual is a member of the organization or where any of the obligations of the organization pursuant to a collective agreement relate to the individual.

Discriminatory policy or practice

10. It is a discriminatory practice for an employer, employee organization or employer organization

- (a) to establish or pursue a policy or practice, or
- (b) to enter into an agreement affecting recruitment, referral, hiring, promotion, training, apprenticeship, transfer or any other matter relating to employment or prospective employment,

that deprives or tends to deprive an individual or class of individuals of any employment opportunities on a prohibited ground of discrimination.

Publication of discriminatory notices, etc.

12. It is a discriminatory practice to publish or display before the public or to cause to be published or displayed before the public any notice, sign, symbol, emblem or other representation that

- (a) expresses or implies discrimination or an intention to discriminate, or
- (b) incites or is calculated to incite others to discriminate

if the discrimination expressed or implied, intended to be expressed or implied or incited or calculated to be incited would otherwise, if engaged in, be a discriminatory practice described in any of sections 5 to 21 or in section 14.

Harassment

14(1) It is a discriminatory practice,

- (a) in the provision of goods, services, facilities or accommodation customarily available to the general public,
- (b) in the provision of commercial premises or residential accommodation, or
- (c) in matters related to employment,

to harass an individual on a prohibited ground of discrimination.

6. Alberta Bill of Rights

Section 1(a) of the Alberta Bill of Rights states that there exists the fundamental rights and freedoms of every individual in Alberta to liberty, and security of the person which protects individuals much like the Canadian Bill of Rights.

"This act recognizes and declares the rights and freedoms of Albertans and states that the law need to operate in a way that protects them."

Recognition and declaration of rights and freedoms

1. It is hereby recognized and declared that in Alberta there exist without discrimination by reason of race, national origin, colour, religion, sexual orientation, sex, gender identity or gender expression, the following human rights and fundamental freedoms, namely:
 - a. The right of the individual to liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law;

Construction of law

2. Every law of Alberta shall, unless it is expressly declared by an Act of the Legislature that it operates notwithstanding the Alberta Bill of Rights, be so construed and applied as not to abrogate, abridge or infringe or to authorize the abrogation, abridgement or infringement of any of the rights or freedoms herein recognized and declared.

7. Alberta Human Rights

Chief McFee and his EOT are engaging in discrimination by threatening employment based on some employees strongly held religious beliefs as well as genetic discrimination this is in direct contravention of section 7 of this Act.

"This act affirms basic human rights and prohibits discrimination in various contexts in Alberta, and establishes the Human Rights Commission to hear complaints of violations of those rights."

Effect of Act on provincial laws

1(1) Unless it is expressly declared by an Act of the Legislature that it operates notwithstanding this Act, every law of Alberta is inoperative to the extent that it authorizes or requires the doing of anything prohibited by this Act.

Discrimination re publications, notices

3(1) No person shall publish, issue or display or cause to be published, issued or displayed before the public any statement, publication, notice, sign, symbol, emblem or other representation that

- (a) Indicates discrimination or an intention to discriminate against a person or a class of persons, or
- (b) Is likely to expose a person or a class of persons to hatred or contempt

because of the race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation of that person or class of persons.

Discrimination re goods, services, accommodation, facilities

(4) No person shall

(a) deny to any person or class of persons any goods, services, accommodation or facilities that are customarily available to the public,

(b) discriminate against any person or class of persons with respect to any goods, services, accommodation or facilities that are customarily available to the public,

because of the race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation of that person or class of persons or of any other person or class of persons.

Discrimination re employment practice

7(1) No employer shall

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

(b) Discriminate against any person with regard to employment or any term or condition of employment,

Because of the race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation of that person or of any other person.

8. Alberta Freedom of Information and Protection of Privacy Act

For EPS employees to be forced to disclose personal and private medical information as a condition of employment directly violates this Act. Once again coercion is not consent.

Disclosure harmful to personal privacy

Section 17 (4) A disclosure of personal information is presumed to be an unreasonable invasion of a third party's personal privacy if:

a) The personal information relates to a medical, psychiatric or psychological history, diagnosis, condition, treatment or evaluation.

Protection of employee

91(1) A public body or person acting on behalf of a public body must not take any adverse employment action against an employee as a result of the employee properly disclosing information in accordance with this Act.

(2) A person who contravenes subsection

(1) is guilty of an offence and liable to a fine of not more than \$10,000.

9. Alberta Health Services Consent to Treatment/Procedures Policy

This policy highlights the importance of informed consent, the necessity of it being voluntary. Informed consent cannot be obtained by means of coercion. Having the “option” to choose medical testing or vaccination as a condition of employment clearly violates this policy.

Objectives

- To facilitate an informed consent process within Alberta Health Services (AHS) that reflects good practice, contributes to patient safety, and enhances the patient experience.
- To facilitate a fair, respectful process for informed consent that is achieved consistently across all care areas within AHS.
- To facilitate compliance with applicable law.

Principles

The principle of respect for persons is foundational within this policy and demonstrated by patients being supported in determining what happens to their own bodies, in keeping with their own values and beliefs. Where patients cannot make their own decisions, respect for persons is upheld by recognizing the decision-making role of an appropriate alternate decision-maker.

Informed consent:

- requires capacity;
- shall be informed;
- shall be specific;
- shall be voluntary;
- requires understanding; and
- shall be documented

Elements

1. Informed Consent is Required

1.1 Before providing a specific treatment/procedure(s) or plan of treatment/procedure(s), the MRHP shall obtain express informed consent or implied informed consent from the patient, unless a valid exception to informed consent applies (see Section 5 below).

1.2 The MRHP is responsible for determining the most appropriate method of obtaining informed consent (express or implied).

1.3 All consent, whether express or implied, shall be informed.

3.2 Informed

The MRHP shall ensure all necessary information has been provided to the patient so that the patient can make an informed decision about the treatment/procedure(s). Necessary information shall include but is not limited to:

- i) The condition for which the treatment/procedure(s) is proposed;
- ii) The treatment/procedure(s) plans/interventions and/or list of agreed upon treatment/procedure(s), that are clinically indicated and approved for the condition;
- iii) The potential risks and benefits of the proposed treatment/procedure(s);
- iv) Information applicable to the patient's particular circumstances or as specifically requested by the patient;
 - a. If the patient alerts the MRHP of particular circumstances that might affect the information the patient would want for their treatment/procedure(s), the MRHP shall be responsible for addressing those particular circumstances with further information as requested by the patient.
- v) Alternatives to the proposed treatment/procedure(s);
- vi) The potential consequences of both providing consent or refusing to provide consent for the proposed treatment/procedure(s); and
- vii) Who will perform the treatment/procedure(s) and who may provide assistance, including whether the treatment/procedure(s) will include health care providers in training (i.e., residents, students).

3.4 Voluntary

- a) The patient shall have the opportunity, without undue influence, to accept or refuse a treatment/procedure(s).
- b) As time permits in the clinical circumstance, informed consent discussions shall occur when the patient has a reasonable opportunity to reflect on the decision and ask questions.
- c) When appropriate to do so, informed consent discussions should not take place in the operating room or the operating room environment.
- d) The patient shall be given an opportunity to take the time required to reflect on the information and to consult with whom they choose prior to making a decision.
- e) A patient's decision to accept or refuse a treatment/procedure(s) shall not prejudice their access to ongoing or future health care.

10. Criminal Code of Canada

As outlined in the below applicable sections these coercive policies are being put in place by EPS to 'maximize vaccinations' and do not consider reasonable alternatives such as antibody testing to demonstrate existing immunity. The threat of loss of employment (or as Chief McFee and the EOT call it "non-disciplinary leave without pay") if one does not disclose medical information, vaccinate or comply with constant testing is in fact extortion. Comply or we will take away your livelihood and ability to support your family, in a non-disciplinary way of course.

Intimidation, the threat of job loss is clear intimidation towards employees who do not wish to disclose their private medical information or who have chosen for a very wide variety of personal reasons, to not receive this vaccine.

Torture, in issuing this policy and protocol EPS leadership has inflicted immense mental anguish and suffering to employees who with their strong conviction are choosing to stand for their right to bodily autonomy and not to subject themselves to a medical treatment. The toll this employer imposed stress has caused on employee's psychological wellbeing is immeasurable and only compounds the already tenuous psychological wellbeing of first responders. Of note-a public emergency does not substantiate a defence under this section.

Extortion

- 346(1) Every one commits extortion who, without reasonable justification or excuse and with intent to obtain anything, by threats, accusations, menaces or violence induces or attempts to induce any person, whether or not he is the person threatened, accused or to whom violence is shown, to do anything or cause anything to be done.

Intimidation

- 423(1) Everyone is guilty of an indictable offence who, wrongfully and without lawful authority, for the purpose of compelling another person to do anything that he or she has a lawful right to abstain from doing, intimidates or attempts to intimidate that person by threats of punishment inflicted on him.

Definitions

- (2) For the purposes of this section,
 - **Official** means
 - **(a)** a peace officer,
 - **(b)** a public officer,
 - **(c)** a member of the Canadian Forces, or
 - **(d)** any person who may exercise powers, pursuant to a law in force in a foreign state, that would, in Canada, be exercised by a person referred to in paragraph (a), (b), or (c),
 - **Torture** means any act or omission by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person
 - **(a)** for a purpose including
 - **(i)** obtaining from the person or from a third person information or a statement,

- (ii) punishing the person for an act that the person or a third person has committed or is suspected of having committed, and
- (iii) intimidating or coercing the person or a third person, or
- (b) for any reason based on discrimination of any kind,

No defence

- (3) It is no defence to a charge under this section that the accused was ordered by a superior or a public authority to perform the act or omission that forms the subject-matter of the charge or that the act or omission is alleged to have been justified by exceptional circumstances, including a state of war, a threat of war, internal political instability or any other public emergency.

11. Occupational Health and Safety Policy

Policy number: HR29PO

The purpose of the EPS Occupational Health & Safety Policy and program is to protect and maintain the health and safety of all those working at EPS.

Statement of Principle:

The EPS promotes a safe and healthy workplace for all employees.

Policy Statement:

1. The EPS is committed to protecting the health and safety of all our members. As such, management will fully support a health and safety management system that protects our staff, contractors, and the general public who enter onto our property.
2. Members, volunteers, and those who perform contracted services on behalf of EPS are responsible and accountable for the organization's health and safety performance. Active participation by everyone, each and every day, in every job, is necessary for the safety excellence that the EPS expects from our staff. Members, and contractors working on behalf of EPS, are expected to meet or exceed the requirements identified in the Alberta Occupational Health and Safety legislation, in EPS policies, procedures, and the EPS OHS Program, as it relates to their work processes.
3. Every member, contractor, and volunteer has the right to work in an environment free of workplace harassment and workplace violence. The EPS promotes a violence free environment in which all members respect one another and work together toward common goals, and is committed to providing a respectful, inclusive, and positive work environment that is free from workplace harassment.
4. Management will provide leadership by promoting a healthy and productive work environment. They will set an example, outline and support specific safety policies and safe work procedures, and will provide required safety equipment and training to our members.

5. Supervisors will provide leadership by supporting health and safety initiatives, addressing employee concerns, and setting an example.

6. Employees are responsible for working with an awareness of health and safety and cooperating with fellow workers and management on health and safety issues.

12. Edmonton Police Service Core Values

Integrity- doing the right things, for the right reasons

Accountability- responsibility for our decisions and actions

Respect- treating others as we would like to be treated

Innovation- pursuing excellence and creativity

Courage- maintaining strength in the face of our greatest challenges

Community- respecting and honouring the diverse communities we serve

13. Constitution of Canada

Primacy of Constitution of Canada

52(1) The Constitution of Canada is the supreme law of Canada, and any law that is inconsistent with the provisions of the Constitution is, to the extent of the inconsistency, of no force or effect.

Therefore, any mandates, directives, orders, policies and/or bylaws that violate the primacy of the Constitution of Canada are unenforceable. Further, anyone enforcing these mandates, directives, orders, policies and/or bylaws are breaking the law. We as police are not pawns or tools for politicians. Our duty is to serve the people and uphold the laws of this country. In the Canadian National Report on Immunization (1996) it states very clearly; “unlike some countries, immunization is not mandatory in Canada: it cannot be made mandatory because of the Canadian Constitution”.

14. Alberta Police Service Regulations

This Act as well as the Police Act governs the discipline and performance of ALL police officers, Chief McFee and his ELT are not exempt from these regulations.

Misconduct of a police officer

5(2)(e)(i) (A) “discreditable conduct” contravening an Act of the Parliament of Canada (Canadian Genetic Non-discrimination Act, Canada Labour Code, Canadian Charter of Rights & Freedoms, Canadian Human Rights Act, Criminal Code of Canada)

5(2)(e)(i) (B) “discreditable conduct” contravening an Act of the Legislature of Alberta (Alberta Bill of Rights, Alberta Human Rights Act)

5(2)(e)(ii) “discreditable conduct” using oppressive or tyrannical conduct towards a subordinate (threatening and using fear of loss of employment as a means of improving vaccination rates and gaining compliance)

5(2)(e)(vi) “discreditable conduct” abetting in or knowingly being an accessory to a contravention of this section by another peace officer (Failing to stand up and make decisions that are based on law and a full investigation of all relevant data.)

5(2)(e)(vii) “discreditable conduct” differentially applying the law or exercising authority on the basis of race, colour, religion, sex, physical disability, mental disability, marital status, age, ancestry or place of origin (segregating employees by way of genetic discrimination, said employees unable to access fitness facilities and lunchrooms with their co-workers. While sharing change rooms, patrol vehicles, parade rooms, and more is fine)

5(2)(e)(viii) “discreditable conduct” doing anything prejudicial to discipline or likely to bring discredit on the reputation of the police service (disciplining employees for not providing personal and confidential medical information, threatening loss of employment for those who choose not to be vaccinated or miss a medical test, segregating employees based on genetic discrimination)

5(2)(h)(i) “neglect of duty” neglecting, without a lawful excuse, to promptly and diligently perform his duties as a police officer (Formulating policy and protocol from one sided data and information, failing to follow all investigative avenues in regards to vaccinations, testing and segregation of employees)

5(2)(i)(i) “unlawful or unnecessary exercise of authority” exercising his authority as a police officer when it is unlawful or unnecessary to do so (Threatening income and employment as a means of gaining compliance. Using authority to coerce the decisions of able-minded employees who may have strong religious beliefs or valid concerns with taking experimental treatments)

Questions for the Edmonton Police Service Upon Your Investigations

1. Please provide scientific documents that an unvaccinated person, compared to a vaccinated person has a different carrier profile of COVID-19 and the SARS-CoV2 virus?
2. To date, how many transmissions of COVID-19 have occurred amongst EPS employees? Please provide documented data.
3. What scientific evidence is there to show that EPS policy will prevent transmission of COVID-19 within the workplace and in the public? Please provide documented data.
4. Please provide documented data that the implementation of these segregationist policies will add significant safety to EPS membership.
5. Please provide data for the risks of unvaccinated and vaccinated individuals bringing COVID-19 to the workplace.
6. What scientific data is there to show that the current available vaccines are “safe” and “effective” in preventing the spread of COVID-19?
7. Why is the inflated Relative Risk Reduction (RRR) of 94.0% utilized in reporting of vaccine effectiveness instead of the Absolute Risk Reduction (ARR) of less than 1.0%? What information is the City of Edmonton relying upon when they say vaccines prevent or reduce the risk of infection with COVID-19? Please provide documentation.
8. Please provide details regarding specific data and/or level or “workplace protection” to be achieved for these policies to be repealed.
9. Please provide supporting information that the Edmonton Police Service is relying upon to justify the discriminatory testing of only the unvaccinated.
10. Please provide me with a detailed plan of how the Edmonton Police Service support those who chose not to take the experimental vaccines regarding the above-mentioned disregard for the laws and rights of employees.
11. Please provide me with the safety hazards of the vaccine, the hazards of COVID-19, as well as the increase in risk of the unvaccinated in comparison to the vaccinated.
12. Please provide me with information supporting actions to mitigate this stress. Moreover, please provide assurances that the injections will not cause short-term or long-term side effects. If the Edmonton Police Service cannot provide information to support the short-term and long-term safety of these injections, please provide the steps that will be taken to ensure members are adequately compensated for adverse side effects.

Thank you in advance for taking this concern and diligently investigating. I implore you to investigate this with the neutrality that is a necessity of law. I am available for any follow up questions or concerns and will be expecting your updates as to the progress of the investigation.

Sincerely,

#1986 S/Sgt Rick Abbott

Edmonton Police Service