

April 5, 2023

Dear Dr. Gwen Chapman, Provost and Vice-President (Academic), University of Guelph,

As you may recall, Dr. Cate Dewey, Associate Vice-President (Academic), had met with the three of us on March 11, 2021, to discuss COVID-19 vaccine mandates at the University of Guelph. At that meeting Cate stated that the university's legal counsel had advised against a vaccine mandate. Specifically, Cate said that nobody on campus should be mandated to take a COVID-19 vaccine, or feel pressured to do so, or have to reveal their vaccination status. The three of us offered to serve as initial points of contact for anyone on our campus who experienced undue pressures about getting a COVID-19 'vaccine'. Cate was supportive of this idea and agreed that we could serve in this capacity. Many campus community members contacted us because of experiencing coercion, but the upper administration never provided the relief that was promised.

Further, we met with you and Charlotte on March 18, 2021. We offered to assist with the development of a safe return-to-campus policy. We even offered to take the lead on getting state-of-the-art testing for evidence of immunity to SARS-CoV-2 established on our campus. Among other things, we encouraged regular testing and long-term permission to work off-campus as alternatives to coerced receipt of genetic 'vaccines' of a highly experimental nature. You and Charlotte eagerly accepted our offer of help and even promised to initiate communications to get the state-of-the-art testing for evidence of immunity against SARS-CoV-2 set-up. This did not occur, and we never heard from either of you again with respect to these matters.

Then, the university implemented a COVID-19 'vaccine' mandate. It is thinking of all the individuals that were harmed by this mandate, and who number at least in the hundreds (that we know of), that compels us to write to you. For many, they lost their jobs or were removed from their academic programs. This includes students, staff, and faculty. All suffered harm to their mental health, an issue that the university very publicly claims to take extremely seriously.

We have some questions about the COVID-19 'vaccine' mandate that was implemented at our university. These are based on information that was brought to my attention on March 8, 2023. Normally, we would address this to Dr. Charlotte Yates, our president. However, since she is specifically named in a statement of claim that has been filed in the Superior Court of Ontario, we would prefer to ask you these questions to avoid any potential conflicts of interest.

The University of Guelph's COVID-19 Vaccination Policy, which became effective on Sept. 7, 2021, was paused on May 1, 2022, and revised on May 25, 2022, can be found at this [link](#). The policy states, "**the University has sought to implement health and safety protocols and policies based on the advice and recommendations from the provincial government, Ontario's Chief Medical Officer of Health, and the Wellington Dufferin Guelph Public Health**". Our Chief Medical Officer of Health is Dr. Kieran Moore.

The policy also states, "In addition to its obligations pursuant to the *Occupational Health and Safety Act*, **universities are required to comply with government regulations and any advice, recommendations and instructions issued by the relevant public health officer.**" In this case, the top public health officer in Ontario is, again, Dr. Kieran Moore.

On March 7, 2023, Dr. Kieran Moore clearly articulated what his and the government of Ontario's expectations were for institutions establishing COVID-19 'vaccine' policies. Specifically, this is what he unequivocally stated...

"From the government's vantage point, when we asked, we asked for a vaccine policy. That policy, if, should have been to the point that if you don't get vaccinated, they offer, whatever the policy

was, they offer an alternate to the individual. So, if you couldn't, if the school didn't want you to come to the classroom at a university or college, then you would be allowed virtual. So, so, our vantage point, we, we wanted it to, to, to be a policy framework rather than a mandate. And that we did not have a mandate in Ontario, from this government's vantage point."

-Dr. Kieran Moore-

You can listen to Dr. Moore stating this at this [link](#).

Considering this clear message from the Chief Medical Officer of Health for the province of Ontario, we have the following questions...

1. Why did the University of Guelph contradict their own policy by not following the government of Ontario's recommendations and expectations for COVID-19 'vaccine' policies?
2. Specifically, "Why did the University of Guelph not offer reasonable alternative options for those electing to not get vaccinated [such as testing or remote learning throughout the duration of the mandate], as was encouraged by the government of Ontario, in lieu of a 'vaccine' mandate? Although there were temporary options for remote teaching and learning, these were rescinded.
3. Anyone following the ever-growing avalanche of COVID-19 scientific data has seen that vaccine mandates failed miserably. We would be pleased to share my hundreds of references to peer-reviewed scientific papers, as well as copious amounts of analyses of raw public health data. At best, the mandates had no net value. Of concern, accumulating data are showing evidence of possible negative efficacy, with cases of COVID-19 around the world disproportionately occurring among the 'vaccinated', especially with boosters. As clearly stated by Dr. Moore, the government wanted COVID-19 'vaccines' to be encouraged, but not to the point of people losing their jobs or being forced out of academic programs.
4. Will the University of Guelph consider doing the right thing and offer every person who was removed from their job or education program their positions again with full back-pay? Although the three of us did not lose our jobs and experienced, at most, partial pay cuts, we want to advocate for those who lost a lot more. For those who either cannot return or do not want to return to what is now a spoiled environment for them, will you offer appropriate financial compensation packages?
5. If not, what does the university intend to do to address this deep and wide-spread wrong?

When addressing these questions, please consider the diversity, inclusion, and equity- and mental health-related messages that have continuously been circulated throughout the university community prior to COVID-19, throughout the declared pandemic, and to this day; messages that state:

- Everyone should feel like a valued member of their workplace
- We care deeply about the mental health of all members of the university community

The favour of a reply is requested.



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