

# Your voice must be heard.

ALL CALIFORNIA BUSINESSES

## VACCINE VERIFICATION IS ILLEGAL AND UNETHICAL

Did you know Santa Clara County (CA) passed a new executive order "requiring" all businesses *to collect and track protected employee medical information* to impose strict rules on unvaccinated employees?

While the rest of the state of California adopted the CDC guidelines on June 15th, when the state dropped most pandemic restrictions, the Santa Clara County health officer decided she has the authority to impose stricter guidelines, even beyond what the CDC suggests.

What do these two governing agencies have in common? **NEITHER ONE HAVE THE AUTHORITY TO MAKE A LAW** - and no one is legally obligated to follow their suggested guidelines. However, that is not what they want you to believe.

These agencies are relying on coercion and intimidation to get employers to play the part of enforcer because they know they cannot legally enforce these "guidelines" themselves.

This is putting business owners in a position where they could be held legally liable by their employees for discrimination based on medical information and other civil rights issues. *Business owners are already being sued for these types of infringements.*

Remember, only the legislative branch of government can make a law. If it isn't a law, it will not hold up in a court of law. It is that simple. Yet, they will try this in your county, too, if individuals don't say NO.

## PROTECT YOUR CIVIL RIGHTS

**It's time. You must show up.**

Use your voice at the next **County Board of Supervisor's (BOS) meeting.**

Find your county and next meeting here:  
<https://www.counties.org/county-websites-profile-information>

Please come with your employees, family, friends and neighbors to fill the board room as a community while we address our elected officials and *demand they protect our civil rights.*

**These two California LAWS\* protect you and your employees from illegal infringements of your protected, private medical information:**

**California Civil Code 51 - UNRUH Act** protects "All persons within the jurisdiction of this state are free and equal, and no matter what their ... disability, medical condition, genetic information... are entitled to the full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind whatsoever."

**California Genetic Information Non-Discrimination Act (CAL-GINA)** protects individuals against employment discrimination on the basis of genetic information.

\*In addition to your inalienable, constitutional rights

**NO HEALTH OFFICER, NO GOVERNOR, NO MAYOR CAN MAKE A LAW**

**AN EXECUTIVE ORDER IS NOT A LAW**

**CAL-OSHA CANNOT MAKE A LAW**

**THESE UNLAWFUL "ORDERS" MUST BE CHALLENGED BY THE PEOPLE**

