2026-02-13

My Hearing

I dedicate this work to Sean Hartman and all other young Canadians who tragically died following COVID-19 vaccination (www.answers4sean.ca)



BREAKING (2022-02-11): By mutual agreement of both parties, The hearing will now be held by way of videoconference on MS Teams. To attend remotely, please fill out the Form provided below by 10 am EST 16 FEB 2026.

The Board has also confirmed that, because the hearing is now virtual, the limit of 100 for the number of observers has been removed.

The date for my hearing at the FPSLREB is now set — February 18–20, 2026 (from 9:30 to 16:00)

This hearing is about the issues that I stand for — for all Professionals of the Public Service,
and the reason I decided to get involved with the Union: **Fear of Reprisal** and **Political Pressures**.

You can show your support and be part of the history, by attending this hearing.
You can do it [in person (Address: C.D. Howe Building, West tower, 6th floor, 240 Sparks St., Ottawa, Ontario)]
remotely (by filling out the form below)

Significance

The outcome of this hearing will signal what kind of Public Service, and what kind of Canada, we are moving toward:

a country where evidence is driven by political narratives,
or**, a country where political narratives are driven by the evidence**;

a country where professionals who speak up against political pressures affecting public safety are persecuted,
or, **a country where professionals are protected by law, as the foundation of a fearless professional Public Service that Canadians can trust.**

Updates and Archive of Evidence:
https://ivim.substack.com/p/public-hearing-for-data-scientist

Related actions and additional evidence:
https://dg4vp.substack.com

I'd like to attend remotely the FPSLREB Hearing of Dmitry Gorodnichy on 18-20 FEB 2026

Your name / email will be provided to FPSLREB. They will use it to email you the link to this hearing. (NB: FPSLREB have confirmed that your information "will be used solely of the purpose of granting you access to the virtual component of the hearing")

Sign in to Google to save your progress. Learn more

* Indicates required question

Email *

Your email

Your Full Name *

Your answer

Submit Clear form

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Google Forms This content is neither created nor endorsed by Google.

Announcement

Significance

Timeline: Key Events

Legal and Administrative References

Information Provided by Employer

- Evidence provided by the Employer:
- 2022-10-12: The discipline letter

Information provided by Grievor

- Summary
- Background

Videos

- Professional expertise & recognition
- Grievor's involvement helping the community and the members of his Union (PIPSC) :
- GC Data Science CoP knowledgebase / tools developed by (with contributions of) the Grievor:
- KEY FINDINGS / CONCERNS
- Grievor's action to address concerns:

Grievor's Past Hearing Presentations

Grievor's Speeches on 4 FEB 2022

Interactive Applications

ⓘ tps://open-canada.github.io/Apps/vitals

#1: Cases Following Vaccination Weekly Statistics.

Percentage of Fully vaccination in weekly counts of COVID-19 Cases: Reported statistics (top) vs. Actually observed (bottom)

#2. Use of data skewing technique (algorithmic bias) by PHAC in reporting "Cases following vaccination statistics

#3. Excess mortality among young Canadian starting from vaccination mandates

#4. Excess Mortality for Persons (0-24) from Official UK data

#5. Anecdotal evidence of harms and risks of COVID-19 Vaccines - Personal Batch analysis

#6. Anecdotal evidence of harms and risks of COVID-19 Vaccines - Sean Hartman's memorial (over 100 of children)

Low-vaccination countries vs. high-vaccination countries

Hate campaigns against critical thinkers in Canada

Fear of Reprisal among Public Service professionals

Union's position

Foreign and Corporate Influence on Canadian Health Policy Undermining Canadian National Interests and Constitutional Rights

What's next? - Recommendations

PS. Who Can Tell Me The Truth ?

Timeline: Key Events

***2022 Feb**: Event 1 (Seminar), Event 2(at Freedom Convoy). March-April: Event 3 (invitation to Seminar on GCCollab), Event 4 (Twitter posts and website). --> Apr: Fact-Finding. --> Jun: Investigation Complete. --> Sept: Discipline --> OCT: Grievance Filed. --> 2022-2023 Level 1, 2, 3 Hearings -> **2023 OCT**: Submitted to FPSLREB --> **2026 FEB**: FPSLREB Hearing*

Refenced by Employer:

- Values and Ethics Code for the Public Service:
  - Integrity, Excellence and Respect for Democracy), and
- the CBSA Code of Conduct
  - (Chapter 1: Our Values (Respect, Professionalism and Integrity), C – Leadership Conduct and D – Expected Standards of Conduct (3. Social Media, 4. Private, Off-Duty Conduct and Outside Activities, 5.2 Public Criticism of the CBSA and/or Government of Canada, 6. Electronic Network Access and Uses and 12. Neglect of Duty).

Refenced by Grievor:

- Values and Ethics Code for the Public Service:
- the CBSA Code of Conduct
- Scientific Integrity Policy
- CBSA Discipline Framework
- Caselaw
- Constitution and Law

Information Provided by Employer

Incident Date(s): February 4, 2022, February 11, 2022 and March 18, 2022 and April 1, 2022

Background:

....

On February 1, 2022, Mr. Gorodnichy's Director, Director Data Science also clearly (?) **outlined during this bilateral meeting** to follow the established process(?) to voice his concerns (?) about COVID vaccines and to not discuss concerns (?) of COVID-19 Vaccines at work or publicly that contradicts (?) the *Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police (Policy)*.

On February 4, 2022, Mr. Gorodnichy's Director reached out to Mr. Gorodnichy to let him know that he is aware (?) that Mr. Gorodnichy **didn't follow his advice (?) on February 1, 2022 on not discussing vacation safety in the workplace** and asks for clarification as to why he didn't follow his advice.

...

On February 11, 2022, the Director is made aware (?) of other posts from Mr. Gorodnichy on open sources GCcollab about vaccination safety messages that is **contrary (?) to the message that the Government of Canada (GOC) is promoting, which is that vaccines are safe and efficient.** The Director requests that Mr. Gorodnichy takes down those posts wherein he is using GOC network, devices, or online infrastructure immediately and informs him that he has ccd LR to determine next steps in addressing this matter.

On Monday February 14, 2022, Director of Open Canada – Treasury Board Secretariat (TBS), reaches out to Labour Relations (LR) TBS to inform them that **on Friday February 11, 2022 they noticed that Mr. Gorodnichy's post on the Open Government GCcollab page** was inappropriate (?) for their pages and therefore removed it. They've also informed the GCcollab team as there was a white paper also being promoted on a page owned by Mr. Gorodnichy and it was also removed for not respecting the terms of use of the GOC platform.

No other posts seemed to have been posted by Mr. Gorodnichy after February 11, 2022, the day his Director requested that he takes down his posts. However, **on March 18, 2022 Mr. Gorodnichy posts on GCcollab page** an invite to an event with the subject matter being analyzing vaccine side effects using Data Science, on his personal twitter account he posted information about COVID-19 vaccine safety and efficiency and **on April 1, 2022, another invite through GCcollab page** with the subject matter being special update on new results

On April 4, 2022, HXXXX, Director of GCTools, contacted LR TBS who forwarded the email to AXXXX, A/Manager LR and HR Redress for CBSA to address the matter. It was decided that given the ongoing conduct issue and that Mr. Gorodnichy is not following the conditions of use of the platform to reset the employee's password and pulled the post with the April 8, 2022 workshop invitation. Therefore the employee lost his right to have access to their account wherein he used a CBSA email address. However, Ms. HXXXX did indicate that **any employee are free to set up and account using a personal email and participate without representing themselves as a public servant.**

Management, in consultation with LR, gathered the information above and established the allegations (outlined below under "Allegations"). A notice of investigation and a fact-finding interview invite was prepared and sent to the employee with an attempt to conduct the fact finding interview/meeting on **April 14, 2022**. The employee requested more time to prepare and the fact-finding interview occurred on February **[April] 27, 2022.**

...

Allegations

It is alleged that you willingly neglected to follow management expectations when posted information on social media platforms including on Government of Canada platforms. Specifically, you posted information publicly on COVID-19 vaccination's safety and efficiency, although, this may be your personal opinion, this information is contrary to the message that the Government of Canada is promoting, which is that vaccines are safe and efficient. These actions are contrary to the objectives and expectations of the Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police, wherein it states that employees are expected to do their part to protect the health and safety of employees by being fully vaccinated unless accommodated, specifically the:

You were found to have posted this information on the following social media platforms:

• In February 2022, Open Government GCcollab page where you were identified as a public servant who works at CBSA, **you attached the following white paper on a GitHub page - vitals | Official Canada Vital (Deaths) Statistics,** analyzed using Data Science (open canada.github.io). This paper was also promoted on R4GC (Use R!) Community : GCcollab) and **you would have included the following links to this R4GC page**:
• https://youtu.be/4a8ZRipbeRo - Freedom Convoy – Speech by Army Major Stephen Chledowski: **message against the mandatory vaccines**
• https://youtu.be/zs2AH14oTxM - Your video from the Freedom Convoy – **providing your analysis on COVID-19 vaccine data stating the GOC's data shown is skewed/misleading/not accurate**
ps://ivi-m.github.io/vv/ (with single URL: www.IVIM.ca) - Source: "Cases following vaccination, COVID-19 Daily Epidemiology Update" Public Health Agency of Canada – **providing your analysis on COVID-19 vaccine data stating the GOC's data shown is**

Science with R" meetup on GCcollab titled "One Year since Vaccination - what have we learnt – using Open Canada data and Data Science" discussing COVID-19 vaccine safety and efficiency which raised concerns from your colleagues.

• In March 2022, Open Government GCcollab page where you created an event calendar for March 18, 2022 with the subject matter being analyzing vaccine side effects using Data Science.

• On your Twitter account "Dr. Dmitry Gorodnichy" – you posted information about COVID-19 vaccine safety and efficiency.

• In April, Open Government GCcollab page where you created an event calendar for April 1, 2022 with the subject matter being special update on new results from PHAC – analyzed using Spreadsheets and R.

Investigation Findings:

Complaint received from the Director of Open Government (GCcollab): They felt that the content of the document that was posted on the Open Government GCcollab page was not appropriate for their pages and therefore removed it. The Director's team also informed the GCcollab team of the white paper which was also promoted on Mr. Gorodnichy's own page and the GCcollab team also removed the post for not respecting the terms of use of the GoC platform. The Director flagged this to LR TBS who transmitted the information to LR CBSA as he felt that this post is counter to the duty of loyalty within the V&E code.

Complaint received from the Director of GCTools:
Because of previous instances raised by TBS, Mr. Gorodnichy's posts were being monitored by her team. And they noticed another post they felt contained anti-vaccine content while representing himself as a GC data scientist. Because the employee was using a government email and identifying himself as a federal government employee, they pulled the post with the

April 8 workshop invitation and assessed all the other content the employee has posted. Because of the ongoing conduct issue, they initiated the password reset because the user is not following the conditions of use. This means that any employee who has lost that right will not have access to their account, although they are free to set up another account using a personal email and participate without representing themselves as a public servant. Mr. Gorodnichy confirmed in the fact-finding meeting that he has set up a personal account and continues having those meetings.

Emails from DG SPB and Director, Data Science wherein they are establishing their expectations. (?)
Emails from Mr. Gorodnichy wherein he provides an explanation on the information he has been sharing on social media.

...

Mr. Gorodnichy referred to an email he submitted before the start of the fact-finding meeting and explained that it provides examples of the results he obtained from the Official Government of Canada data using the tools that he claims he has been developing with colleagues and which he shares with the public.

One example is on excess deaths after vaccination for age group 0-44 and in his opinion it shows very disturbing statistics for Atlantic and West Provinces and state that the death tracker app can be found at http://ivim.ca/app.

The other example is on odd of COVID deaths with boosters vs without boosters, which he believes that it shows disturbing data and can be found at http://ivim.ca.

Mr. Gorodnichy believes that the results of his analysis are self-explanatory and that he is not violating the CBSA Code of Conduct, such as lack of loyalty, compromising Agency's reputation, and negatively impacting Colleagues. He believes the allegations are unfounded and unjust, and that all his efforts show exactly the opposite, they help everyone understand and make use of official GC data, help them determine what to do for them (to get vaccinated or not get vaccinated and also which vaccine to choose for themselves), to be healthier and live longer, while also helping bridge the growing polarization in our society.

> Mr. Gorodnichy stated that if management believes that the information he is reposting, quoting, plotting, computing various functional and performance metrics from officially published PHAC data, is considered a "violation of the vaccine policy" (i.e. putting *" information that is contrary the message that the Government of Canada is promoting, which is that vaccines are safe and efficient"*) or violation of anything else management is alleging him of, then in his opinion it was PHAC (and StatCan) who violated this policy as they published numbers that he believes go against the message of the Government of Canada, and described in his email that these numbers are showing:
>
> 1. that Percentage of cases/hospitalizations/deaths among vaxed goes up and up every week, since their very first report
> 2. that people with 2 and 3 doses die more than those with 1 dose,
> 3. that vaccinated catch and spread infection more than unvaccinated,
> 4. that 82 % of all covid deaths are people 70+; and people under 40 have very rare chance of dying from covid but they do get vaccine complications
> 5. that half of Canadian provinces had very excess death rate AFTER May 2021 (which is when the vaccination of general public commenced), higher than that during the pandemic before vaccination (see image I sent this morning - from www.ivim.ca/app)

confirmed that it is him in the video with the freedom convoy, that he posted on Twitter and that he organized the events on GCcollab and continues to organize those events.

Mr. Gorodnichy explained that the reason he is doing these analysis and posting them is to help the public make informed decisions on which vaccines to get, as in his opinion based on the analysis he has done some vaccines are a better choice for certain types of people (ex: AstraZeneca better for younger individuals). It is also to show the "real" results, as he believes the results shown by PHAC/GOC and the algorithm used is skewed and doesn't reflect the reality. Mr. Gorodnichy doesn't believe his message is contrary to the GOC's message, as in his opinion the data shows what it shows, meaning that he never says a conclusion on whether or not the vaccines are safe and efficient or not safe and not efficient. What he is trying to say is that the data shown is weak not reflecting the reality and he believes the public deserves to have results that are not skewed, to get the benefit and efficiency of each vaccine, the knowledge, so that the public can make an informed decision on whether or not to get vaccinated and which vaccine to take.

When asked why he went against the DG's and Director's advice regarding posting online about the vaccination policy, Mr. Gorodnichy responded that the goal of his posts is to help improve the vaccines by providing not skewed results. He doesn't state or promote that he is for or against the vaccines, he stipulates that the information he shows can support or not support the use of vaccines, the results shows what it shows and it depends on what time of
the year (pre-vaccines, October vaccines vs Feb/March vaccines, etc doesn't have the same results as he believes the vaccines may be improving or not improving). What he is trying to do is show the accurate information as he believes the GoC is not showing the accurate data.

Furthermore, for the lunch and learns that he has been scheduling while at work and after he was placed on LWOP, Mr. Gorodnichy explains that he had asked DG the permission/support to do those with the objective to have a safe place for employees/colleagues to share their minor side effects related to the vaccines and show them how to report these minor side effects to the government so they can improve the vaccines.

He states that his intent when posting the data and having those lunch and learns was to help the government/institution to improve the vaccine, and help the public make informed decisions on whether or not to take the vaccines/which vaccines based on his data analysis that he believes is more accurate/not skewed. Mr. Gorodnichy doesn't believe his messaging is contrary to the message that the Government of Canada is promoting, which is that vaccines are safe and efficient. He believes he is showing the truth based on his analysis whether it is showing that a certain vaccine is more/less efficient than another vaccine for some demographic category.

Analysis and Conclusion:

deliberate, **persistent, growing patterns of questioning the vaccine safety and efficacy,** which **goes against the messaging of the government of Canada covid-19 vaccine policy and messaging, which is that vaccines are safe and efficient.**

Even after repeated demands to remove messages on vaccine safety and efficacy, Dmitry continued to post these messages and hold meetings to discuss vaccine efficacy and safety publically, often using GoC digital infrastructure.

Although **the employee says that he disputes the above assessment,** that he is not posting information that goes against the GoC messaging, the evidence as outlined above (e.g., removal of his message on GC collab, complaints from staff) suggests otherwise

In conclusion, based on the analysis of the evidence, the allegation that the employee willingly neglected to follow management expectations as outlined above, and willingly posting information on social media platforms including on Government of Canada platforms on COVID-19 vaccination's safety and efficiency, that is contrary to the message that the Government of Canada is promoting is founded.

- "One Year since Vaccination. What we have learnt - using Open Canada Data and Data Science", Special Edition presentation for the R4GC Data Science community 'Lunch and Learn' Meetup (4 FEB 2022, 12-13:00).
  - https://open-canada.github.io/vitals/OneYearOfVaccineInCanada-deck-meetup-2022-02-04.pdf
- My speech at the Freedom Convoy (4 FEB 2022): video-recoding
  - video & transcript: https://ivim.substack.com/p/is-that-you-who-talked-to-this-so
- Paper co-authored with other data scientists identifying "red flags" with covid vaccines data and recommendations on how to address these "red flags": "Additional observations related to the 'Elephant in the Room' – from the Government of Canada COVID-19 daily epidemiology updates", White paper (10 February 2022)
  - https://open-canada.github.io/vitals/comment2.pdf (removed following the complaint from "informer")
  - https://ivi-m.github.io/vitals/comment2.pdf
- Posts on GitHub & GCCollab: After being placed on LWOP
- Snapshots from www.IVIM.ca (29 March 2022) - see here
- Snapshots from Twitter (March 2022) - shown at right

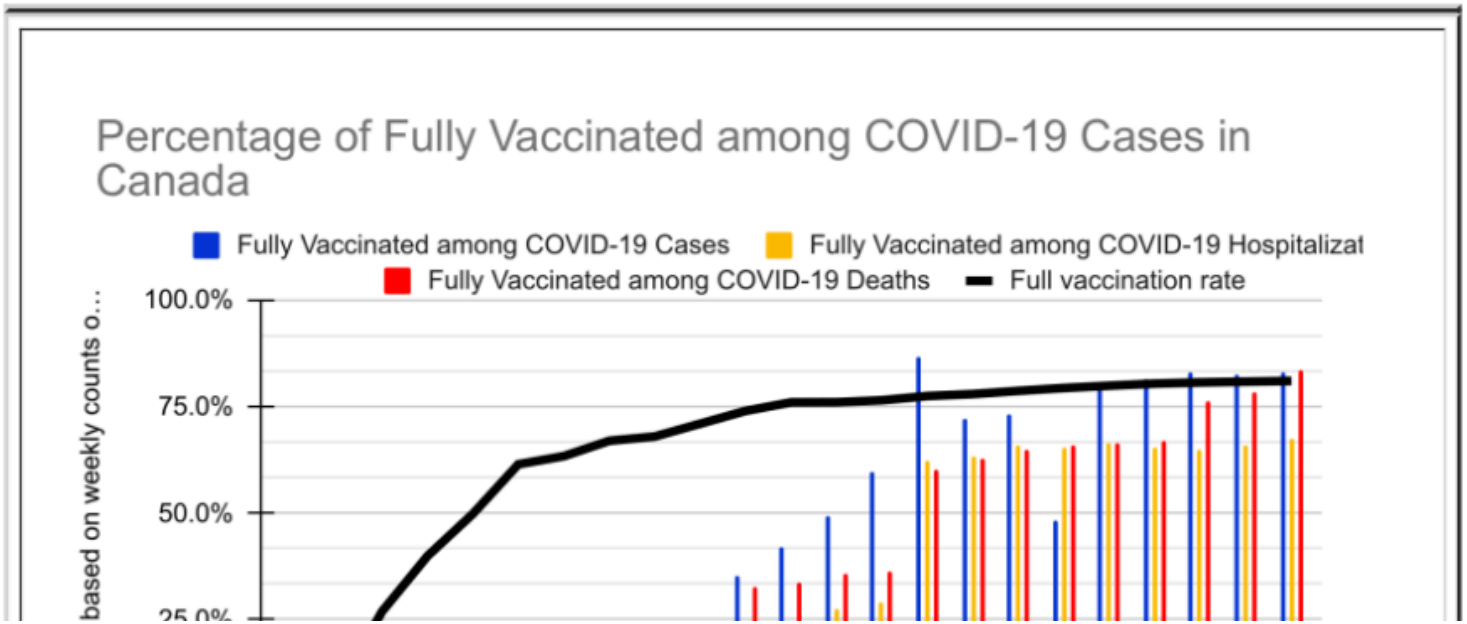
This portal* is redesigned to support

Analysis of Official Canada Data Related to COVID-19 Vaccine Efficacy and Safety

Click on the link above to see the full analysis.
See below Live Dashboard, Key Observations, Spreadsheet, and Video explaining the results. Data is here.

Live Dashboard

(Hover over the image with mouse to see the percentage of Fully Vaccinated among reported cases)





Data: COVID-19 Daily Epidemiology Updates, Public Health Agency of Canada. Analysis: www.IVIM.ca

Observation #1:

From its very first report on 'Cases following vaccination', published in Summer of 2021, Public Health Agency of Canada (PHAC) misinformed the public about the observed post-marketing efficacy of COVID-19 vaccines.

Instead of 10%-20% of Fully vaccinated observed weekly among COVID-19 Cases and COVID-19 Deaths in August-September, PHAC has reported only 0.5%-3% of them.

This was achieved by counting cases when there were no Fully Vaccinated, which skewed the results by order of magnitude in favour of Fully vaccinated (the technique known as algorithmic bias). It is only after recomputing cases without the bias - i.e. using weekly counts only - when one can see the actual efficacy of vaccines and its dynamics over time.

[Learn more about algorithmic biases in PHAC reports]

Observation #2:

The percentage of Fully Vaccinated among COVID-19 cases, deaths and hospitalizations has almost doubled with the arrival of Omicron variant in December 2021. This indicates that the **efficacy of COVID-19 vaccines against Omicron variant is**

2:40

Dr. Dmitry Gorodnichy
129 Tweets

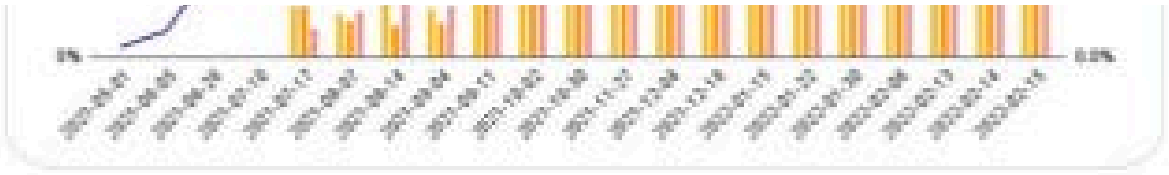
Tweets Tweets & replies Media Likes



Dr. Dmitry Gorodnichy @Gorodn... · 3d

Since January in #Canada, fully vaccinated are more likely get infected than unvaccinated, and die from COVID almost as likely as unvaccinated. See image. Full analysis: IVIM.ca. #FreedomConvoy

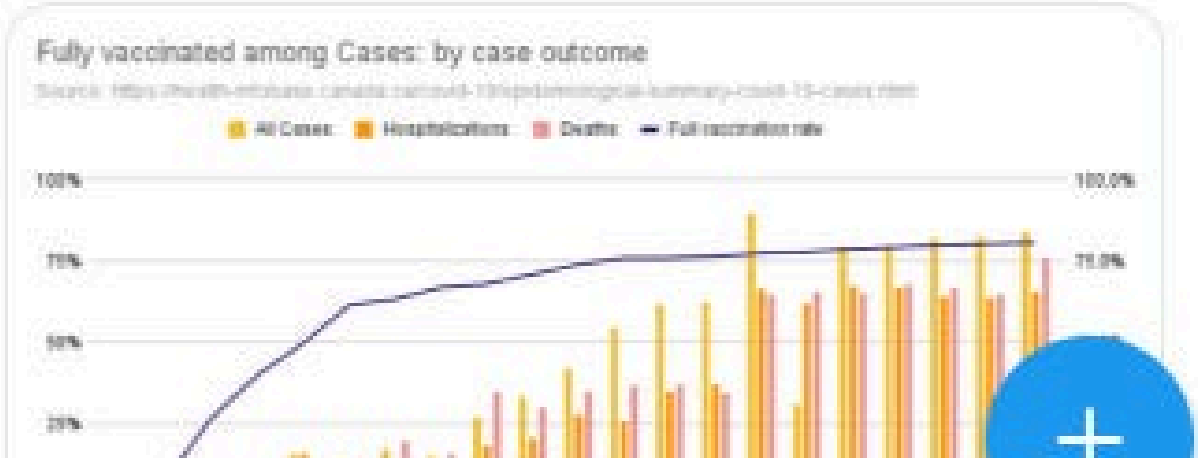


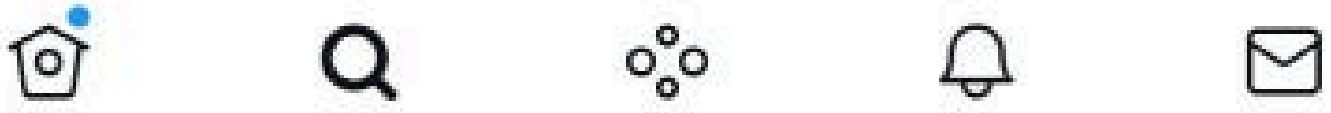




Dr. Dmitry Gorodnichy @Gorodn... · 3d

This is exactly what is also observed in Canada. - Since January, vaccinated are more likely infected than unvaccinated, and die from COVID just almost as likely as unvaccinated. See image. Full analysis: IVIM.ca





This letter is further to the **findings of the administrative investigation into allegations of misconduct, which determined that improper conduct on your part had occurred and further to the pre-disciplinary meeting held on August 3, 2022**, the purpose of this letter is to render my disciplinary decision.

It was determined that the allegation of misconduct, specifically that **you willingly neglected to follow management expectations, and willingly posted information that is contrary to the message that the Government of Canada is promoting, on social media platforms including Government of Canada platforms, on COVID-19 vaccination's safety and efficiency** was founded. Your actions were found to contravened the **Values and Ethics Code for the Public Service** (Integrity, Excellence and Respect for Democracy) and **the CBSA Code of Conduct** (Chapter 1: Our Values (Respect, Professionalism and Integrity), C – Leadership Conduct and D – Expected Standards of Conduct (3. Social Media, 4. Private, Off-Duty Conduct and Outside Activities, 5.2 Public Criticism of the CBSA and/or Government of Canada, 6. Electronic Network Access and Uses and 12. Neglect of Duty).

In determining an appropriate disciplinary measure, I considered all mitigating and aggravating factors, including that you cooperated and have been forthcoming throughout the investigative process, that **you have a clear disciplinary record** and delays in the process. However, I have also taken into account your **repeated unwillingness (?) to stop posting the information on social media even after being provided with clear (?) expectations (?),** and **your lack of remorse and recognition (??) that your posts are not in line (??) with the Government of Canada's messaging**. However, on September 9, 2022, **you have assured me that you have taken down all posts and will not be posting these types of posts in the future,** therefore, I also taken this into account.

Therefore, in accordance with the authorities delegated to me under Section 12(1)(c) of the Financial Administration Act, I have decided that a 5-day suspension without pay is an appropriate disciplinary measure. The date of your suspension will be from October 31th to November 4th 2022. In addition, **you are required to take training Navigating Social Media as a Public Servant (TRN125) which is offered via the Canada School of Public Service.**

Subject to and as provided in Section 208 of the Federal Public Sector Labour Relations Act, an employee who feels that he or she has been treated unfairly or considers himself or herself aggrieved by any action or lack of action by the employer is entitled to present a grievance no later than twenty-fifth (25th) day after the date on which he or she is notified orally or in writing or on which he or she first becomes aware of the action or circumstances giving rise to the grievance.

Be advised that a copy of this letter will be placed on your personnel file for the period corresponding to Article 38.04 your collective agreement unless subsequent disciplinary action is taken. In accordance

period will automatically be extended by the length of any period of leave without pay.

Lastly, I would like to clearly articulate that **my expectations from this day forward are that if you wish to post information, comments, videos, other authors' posts and/or videos that contain information that may be contrary to, or not in line with, either the CBSA's or any of the Government of Canada's policy, procedures or messaging, that you must seek management's and/or the CBSA Office of Values and Ethics guidance prior to posting such information** on any social media platform, including, but not limited to, Facebook, Twitter, YouTube, LinkedIn, blogs, Wikipedia, Instagram, Google docs or any other tool or device that allows for participatory multi-way information sharing, dialogue and user generated content.

In appreciation of the stress caused by these circumstances, I want to remind you of the availability of our Employee Assistance Program (EAP) should you require their support and guidance. The external service provider, LifeWorks may be reached 24/7 at 1 877 367 0809 or TTY, for hearing impaired: 1 877 338 0275.

Summary

In October 2022, my employer suspended me for five days without pay for discussing in public official Government of Canada data related to COVID-19 vaccines: including in public-service data science forums, social media and at the Freedom Convoy. **I am accused of having "willingly posted information that is contrary to the message that the Government of Canada is promoting which is that COVID-19 vaccines were safe and effective".**

My position has been that the data showed what it showed. I used my professional data science skills (science.gorodnichy,ca), to make official public data easier to understand, for the benefit of public servants and Canadians. Given the observed trends, there was urgency and a moral duty to share this information.

- **I used all democratic and professional tools available to me** at the time to express concerns arising from these observations. This included an Open Letter to the Chief Science Advisor of Canada, Dr. Mona Nemer; a submission to the Office of the Auditor General; attempts to file a complaint with the Office of the Public Sector Integrity Commissioner; inviting other data scientists to validate the data and the concerning observations, and collectively discussing how to address these issues in a climate of fear of reprisal.
- **My actions were guided by the Values and Ethics Code for the Public Service, by good faith, and by conscience. The urgency arose from rising mortality starting with vaccination, in particular among younger Canadians — trends that were later acknowledged by Health Canada, nine months after the fact**. I understood that timely access to factual public information could save lives and reduce the risk of preventable harm associated with new medical products that lacked long-term post-marketing data.

Many colleagues, both within and outside the public service, assisted with data analysis and validation and shared the same concerns. However, **many expressed fear of reprisal** and chose to remain anonymous, then and now. **In this context, I realized I should act as a public voice** - for a number of reasons:

- Firstly, by that time, with 20+ years in public service, **I was one of the most renown and referenced data scientists within the Government of Canada**, exactly in the field of vendor product evaluation and data analysis. I was also well known within my Agency and Government networks for my contributions to the community: leading weekly Lunch-n-Learn seminars, workshops in the field of data analysis, contributing to many social events.
- Secondly, **I have already done that before - just before the pandemic - I helped many colleagues (in my Agency and later in other agencies) to vocalize many of their concerns related to culture** in their units - similarly using Open Canada data. In that case it was Public Service Employee Survey data , which I helped analyze using advanced interactive data visualization tools.
- Finally, **I was also guided by personal experience. During the Chernobyl disaster, I was a child in grade 8 in Kyiv**, and I remember how my parents saved me—and many other children —by defying official narratives that claimed everything was safe, facing threats of punishment for non-compliance. My father, a physicist, had access to a Geiger counter and used it to measure radiation levels in school playgrounds, just as I now use my data-analysis tools and professional position to measure and communicate risks affecting the safety of my own children's generation.

In essence, this hearing is about Fear of Reprisal (en.gorodnichy.ca/evidence/fear-of-reprisal) and Political Pressure (en.gorodnichy.ca/evidence/political-interference) experienced by public service professionals, like myself, when working in the Public Service. Who decides what the truth, when it comes to public safety : a professional or someone else? **How do we ensure that political narratives are driven by evidence and not vice versa - evidence is driven by politics? What should a public service professional with my skills and tools have done having witnessed the evidence that I witnessed? What should he or she do if such a situation happens again in future?**

Cultural:
Born in Kyiv (USSR/Ukraine), Afghanistan War, Moscow 1980 Olympics, 1986: Chernobyl (8 Grade in Kyiv), 1988-1994: Study in Moscow (MIPT). Gorbachev, Glasnost' & Perestrojka, 1991 Collapse of Berlin Wall, 1992: Collapse of USSR, Have close relatives in Ukraine, Russian, Bulgaria and Slovakia.

Professional:
1994 MSc (Cum Laude), 1997 PhD from Ukrainian Ac Sc, 2000 PhD from from University of Alberta. 2000-2007 : NRC (my work on developing IVIM Nouse technology featured in all major media worldwide). 2007: Founded IVIM Inc to support Nouse, Since 2008 - Lead Research Scientist (A/Manager) in evaluation of Biometrics and Video Analytics Vendor Solutions, Since 2019: lead GC Data Science community seminars

Open Canada Data Analysis:
- 2019 Started from developing Web App to tackle cultural problems within organization (using PSES data) - for CBSA, then for DND, RCMP, HC

GC Colleagues / Union members support::
multiple submissions on tacking bad culture (Fear of reprisal and desire to leave - according to PSES data), organizer of various social and sport events

Medical:
May 2021 - Took 1st doze Vaccine. Never take Flu vaccines, Took many others - back in USSR, some in Canada (titanus). Follow anthroposophical medicine and Wim Hof Method (ice-water dipping, breathing, meditation), vegetarian. As many other people have other health related constraints

Conscious / Religious beliefs: Anthroposophy, Vedantic (Dharma, Karma):
30 Oct 2021 - Applied for Religious Exemption based on the evidence I personally observed on side effects and low efficiency according to which taking this medical intervention would be bad for my physical and spiritual bodies. Evidence was so overwhelming by that time that I had no other choice. But I was still believing - my Government will still allow me the choice.

11 Jan 2022 - 4 Feb 2022:
11 Jan: DG informs that Religious Exemption is denied with no explanation. I assured her that I can take 2nd shot - no problem - once anyone provides me up-to-date analysis of post-marketing data. 12-25 Jan: in the absence of new data provided to me, I had to look at it myself. By that time the Vitals App has been already developed by our Data Science Lunch and Learn Team (from October to December) and I also engaged other renown mathematicians, my colleagues from univ Ottawa, where I have Adjunct Professorship, to help me analyse and make the results public. Fear of reprisal among GC colleagues was extremely high at the time and still is - for speaking on this subject

9 Feb - 23 June 2022:
I was placed on LWOP, with no source of income for my family for an indefinite period, hoping this would last only until April 6, which is when the government promised to review the policy based on new evidence, which by then was abundant. After April 6, when the government again broke its promise (the first being that it would never force anyone to vaccinate), and after exhausting our savings, we were forced to sell our rental property and find any available work. I eventually I found a job as an arborist, working daily for 8–10 hours, cutting trees in the Ottawa area following the hurricane. By that point, we had almost no hope that the government would suspend the vaccination mandate. In June 2022, because of the legal case against the government led by Hon. Brian Peckford filed by the Justice Centre for Constitutinal Freedoms (JCCF) , the mandates were suspended, and I and thousands of other highly skilled and hgh dedicated and public servants with some of tthe highest moral and ethical standards, were reinstated back at work, with physiological trauma and financial challenging for many of th lasting for months after

A short documentary, made by a professional journalist in June 2022, provides further background on my decision, which I have never regretted. (Note: this video was removed from public viewing at the instruction of my employer. I am now making it public again in preparation for the hearing)

8 April 2022. Part 2: Data from Pfizer pdf reports, discussion (“Data Science with Open Data”)



"A data scientist's quest for truth" (Short Film)



1. https://science.gorodnichy.ca - publications, recommendations
2. Internal reports and recommendations related to poor vs. bad performance of biometics systems
3. Awards and Recognitions: "Leader of Tomorrow"

- ## Grievor's involvement helping the community and the members of his Union (PIPSC) :

1. 2018-2019: Contributions for Culture Change withing the Agency, Communications with two Vice-Presidents with insights from PSES results
2. 2024-2025: Elected for PIPSC NCR Branch Executiv, Nominated for Vice-P BoGrievor's Union Electoral Platform portal: www.gorodnichy.ca/dmitry - centered around A) transparency, B) combating Political (Corporate / Foreign) interference at work-place, and addressing high Fear of Reprisal among public service professionals working in Health policy departments, C) supporting members who do not receive adequate support from the Union, in particular those who suffered from vaccination mandates

- ## GC Data Science CoP knowledgebase / tools developed by (with contributions of) the Grievor:

1. https://open-canada.github.io (from 2019 to March 2021, https://ivi-m.github.io)
2. https://open-canada.github.io/UseR/
3. https://open-canada.github.io/r4gc: Learn Data Science with R: Notes and tutorials from the R4GC Community 'Lunch and Learn' meetups
   - https://open-canada.github.io/r4gc/index.html#lunch-and-learn-data-science-with-r-meetups
   - Codes for processing Health-related databases: https://open-canada.github.io/r4gc/health-related-databases.html
4. https://open-canada.github.io/vitals (after 10 February 2021 https://ivi-m.github.io/vitals): Analysis of Official Canada Data Related to COVID-19 Vaccine Efficacy and Safety:
   - Reporting COVID-19 vaccines side effects: https://open-canada.github.io/vitals/report-side-effect --> evidence for the Grievor
   - White Papers:
     - "Additional observations related to the 'Elephant in the Room' – from the Government of Canada COVID-19 daily epidemiology updates", White paper (10 February 2022) <-- used as evidence in allegations against the Grievor (NB: It was removed from https://open-canada.github.io followinh the complaint from "informer", however it is still on https://ivi-m.github.io/vitals)
     - "Some observations from Canadian Vital Statistics Death (CVSD) Database related to the 'Elephant in the Room'", Comment submission to The Lancet Journal (6 January 2022)
     - "Statistical analysis of the official data sources related to vaccine efficacy and safety (NEW EVIDENCE SINCE OCTOBER 2021)", Additional details (14 January 2022)
     - "One Year since Vaccination. What we have learnt - using Open Canada Data and Data Science", Special Edition presentation for the Government of Canada Government of Canada Data Science community 'Lunch and Learn' Meetup by Dr. Dmitry Gorodnichy (4 February 2022) <-- used as evidence in allegations against the Grievor

- https://itrack.shinyapps.io/PSES/ & https://itrack.shinyapps.io/PSES-CBSA-SE/
- 2020-2021: interactive Geo-mapped COVID-19 Cases tracker (9-week training posted on YouTube)
  - https://itrack.shinyapps.io/covid/ & https://itrack.shinyapps.io/covid/us.Rmd
- 2021-2022: StatCan and PHAC Covid-related data Visualization App:
  - https://open-canada.github.io/Apps/vitals (mirror: https://o-canada.shinyapps.io/vitals, ivim.ca/vitals)

- Data evidence portals that published evidence gathered by (with assistance of) the Grievor
  1. https://open-canada.github.io/vitals/
  2. https://sites.google.com/view/open-canada (shortcut: ivim.ca/o)

KEY FINDINGS / CONCERNS

1. **ANALYSIS OF OFFICIAL Cases Following Vaccination PHAC DATA. -** See also Images below and https://sites.google.com/view/open-canada (shortcut: ivim.ca/o)
   - No evidence to support claims that vaccine stops transmission or significantly reduces covid deaths
   - Starting from Omicron (October 2021) the rate of infected or deceased with Covid for vaccinated goes up

2. **Evidence of using Data manipulation techniques (Algorithmic bias)by PHAC that skew the results in favour of vaccinated**
   - Data log: PHAC "Cases Following Vaccination" data log (googlesheet)
   - Summaries of findings:
     - Reported “Cases Following Vaccination” statistics are skewed ("Adjusted") to Support a Political Narrative of Vaccine Effectiveness, When the Actual Unskewed Data Showed the Opposite : https://en.gorodnichy.ca/evidence/data-skewing-by-phac
     - More detail: https://sites.google.com/view/open-canada/dashboard/cases-following-vaccination

3. **Analysis of StatsCan "Vital Statistics" data**
   - Evidence of increased mortality among young and deaths with unknown causes correlated with beginning of COVID-19 vaccination.
   - Publication of this insight on Health Canada was delayed by nine month, with no mentioning of vaccine side-effects

ⓘ **UK Vital Statistics data for persons (0-24)**
- *UK Official Data shows that Covid-19 infection did not result in more deaths among children, but vaccination did.*

6. Anecdotal evidence of obstacles to report side-effects covid-19 vaccination

7. Anecdotal evidence of suppressing discussions of any concerns related to covid-19 vaccine data - including those raised by one of the most prominent GC data scientists who dedicated his career to evaluation of vendor systems using data

8. **Wide-spread Evidence of Foreign and Corporate Influence on Canadian Health Policy Undermining Canadian National Interests and Constitutional Rights:** https://en.gorodnichy.ca/evidence/foreign-corporate-influence

Grievor's action to address concerns:

1. Alerting his management: DG and Director (multiple times) - declined to view it
2. Requesting updated 'COVID-19 training" that would include post-marketing data that has become available (which is from AUG 2021). Original 'COVID-19 training", which was simply a prerecorded promotional video, was made prior to the date when post-marketing data that has become available in Canada
3. Requesting and developing a safe place at work to discuss concerns related to vaccines and provide assistance in reporting side-effects via Health Canada website
    - Developed page and guidance on how to report covid vaccine side-effects on Health Canada portal using personal medical data (in the absence of direct link and such guidance on official pages)
4. Engaging other data scientists within Public Sector (CBSA & GCCollab networks) to validate concerning observations:
5. Open Letter to Chief Science Advisor of Canada: https://ivim.substack.com/p/open-letter-to-chief-science-advisor - no response
6. Submission to Office of Auditor General: https://ivim.substack.com/p/submission-to-office-of-auditor-general - no response
7. Attempts to file a complaint with the Office of the Public Sector Integrity Commissioner - unsuccessful due to submission system constraints (The portal requires the name or the unit to whom the complaint is directed to, which in this case. I tried Teresa Tam Minister Of Health. and It did not allow this choice)

Go to : https://ivim.substack.com/p/public-hearing-for-data-scientist to view the original documents (redacted).
Key quotes will be pasted below.

- 2022-08-03: Pre-Discipline Hearing - prepared by Grievor (here)
- 2023-01-12-level-1-Grievance Presentation (to D) - by Union.pdf
- 2023-03-01-level-2-Grievance Presentation (to DG) by Union - redacted.pdf
- 2023-07-06-level-3-grievance-hearing-(NHQ Final)-wo-union.pdf

Other related presentations - not part of this hearing:

- 2024-05-30-level 1 Grievance-2024-3941-141134-presentation-ExecSummary-version.pdf (on 8-day suspension)
- 2025-09-16-Level2-presentation-full.pdf (on 10-days suspension)

Grievor's Speeches on 4 FEB 2022

1. At GC "Lunch and Learn" Data Science Seminar (via MS Teams)
   - "One Year since Vaccination. What we have learnt - using Open Canada Data and Data Science", Special Edition presentation for the R4GC Community 'Lunch and Learn' Meetup by the R4GC Data Science community lead, Senior Data Scientist, Dr. Dmitry Gorodnichy (4 February 2022). - https://open-canada.github.io/vitals/ - See subpage

2: At Freedom Convoy (Ottawa, Coventry Rd)



One Year since Vaccination. What we have learnt - using Open Canada Data and Data Science

Dr. Dmitry O. Gorodnichy



Ottawa, 4 February 2022
R4GC Community (Lunch and Learn) Meetup
open-canada.github.io/r4gc



Gorodnichy, Dmitry

Accept Tentative Decline

Required La
Vi

ejan;
arah; **+7 others**

Thu 2022-02-03 10:48 AM

February 4, 2022 12:05 PM-01:05 PM

Every Friday from 12:05 to 12:55
Lunch and Learn (Data Science with R) - Friday's R4GC Community Meet-ups

Mark your calendars and share with others, as appropriate.
If there's anything you'd like to hear/learn about at our Meetups – please let me know!

February 4, 2022:

LUNCH AND LEARN (Special Edition): One Year since Vaccination. What have we learnt - using Open Canada Data and Data Science : GCcollab

By request of many and in coordination with SPB Engagement team, we'll be having this very Special Edition of our weekly Lunch and Learn "Data Science with R" meetup dedicated entirely to the one-year anniversary of COVID-19 vaccine in Canada.

Much is known now, which was not known a year ago (when vaccination started with high-risk population), or even in May (when vaccination was extended to general public), and even in October (when GC issued the mandatory vaccination policy for its employees).

There will no usual R coding this time, only the presentation and the analysis of the results obtained to date. Everyone is invited to come, invite others, and participate in the discussion - whether you work with data or not.

The presentation will also provide information on how to make a voluntary vaccine side effect reporting via Health Canada Portal.

Comments and feedback are sought for. Please email them directly to dmitry.gorodnichy@cbsa-asgc.gc.ca.
Slido will also be setup (code: **r4gc**) to allow everyone to provide comments/questions anonymously.

Dial-in numbers:

Or call in (audio only)

+1 343-804-0291,,185924081# Canada, Ottawa-Hull

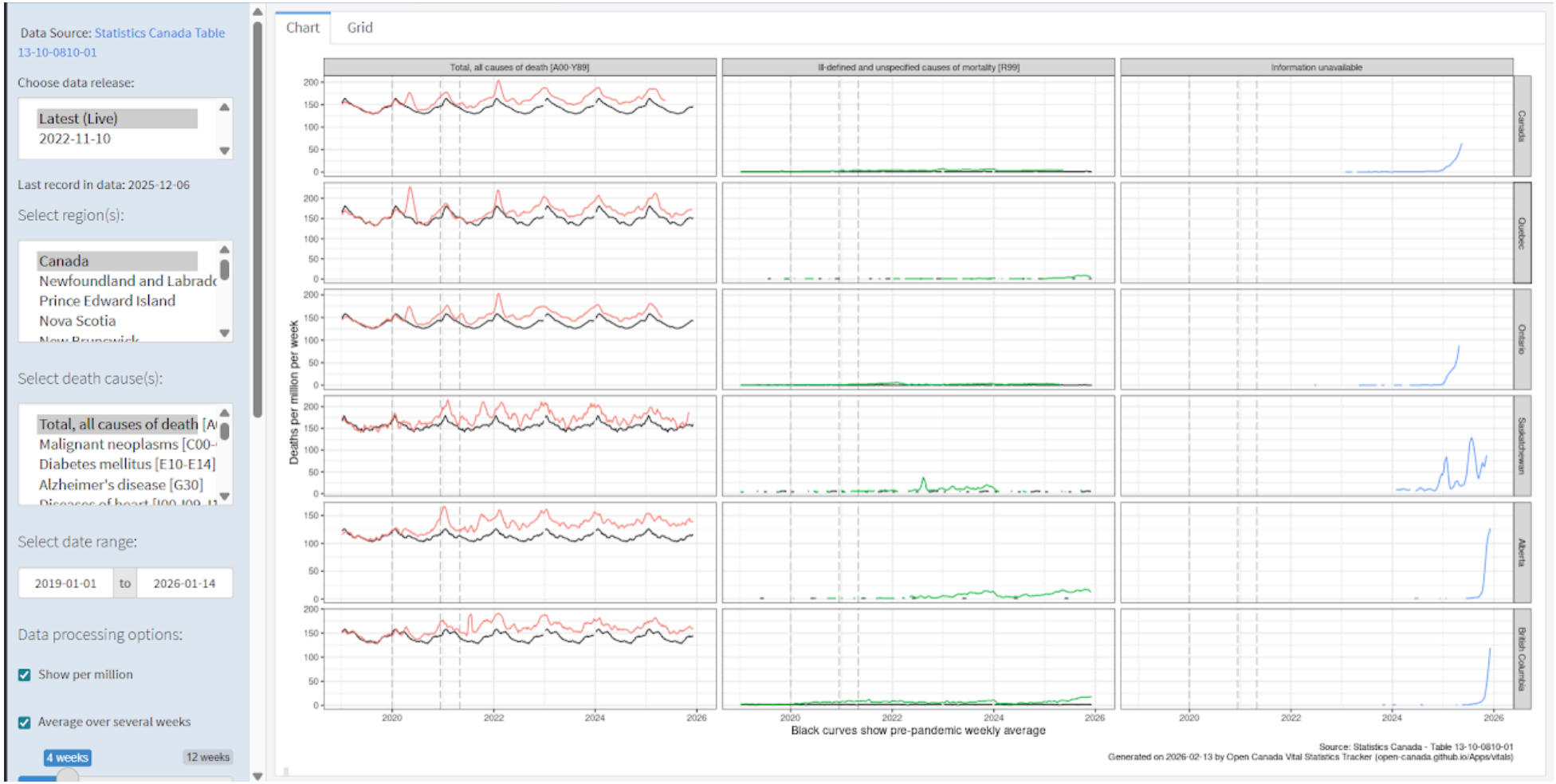
Phone Conference ID: 185 924 081#

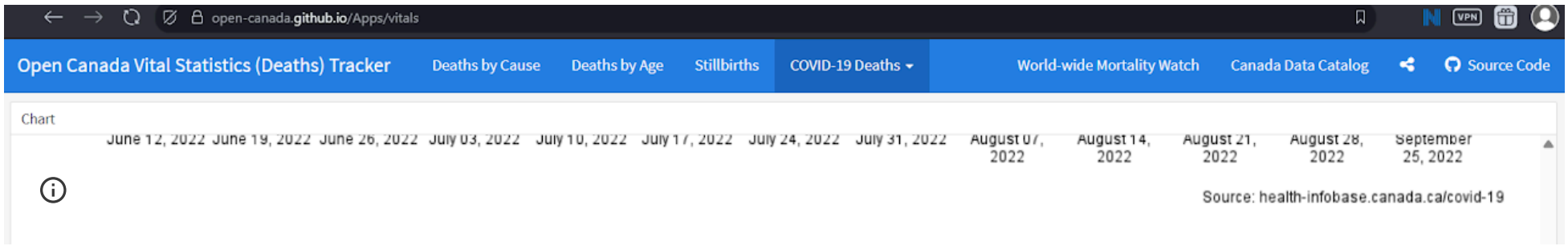
Everything else:

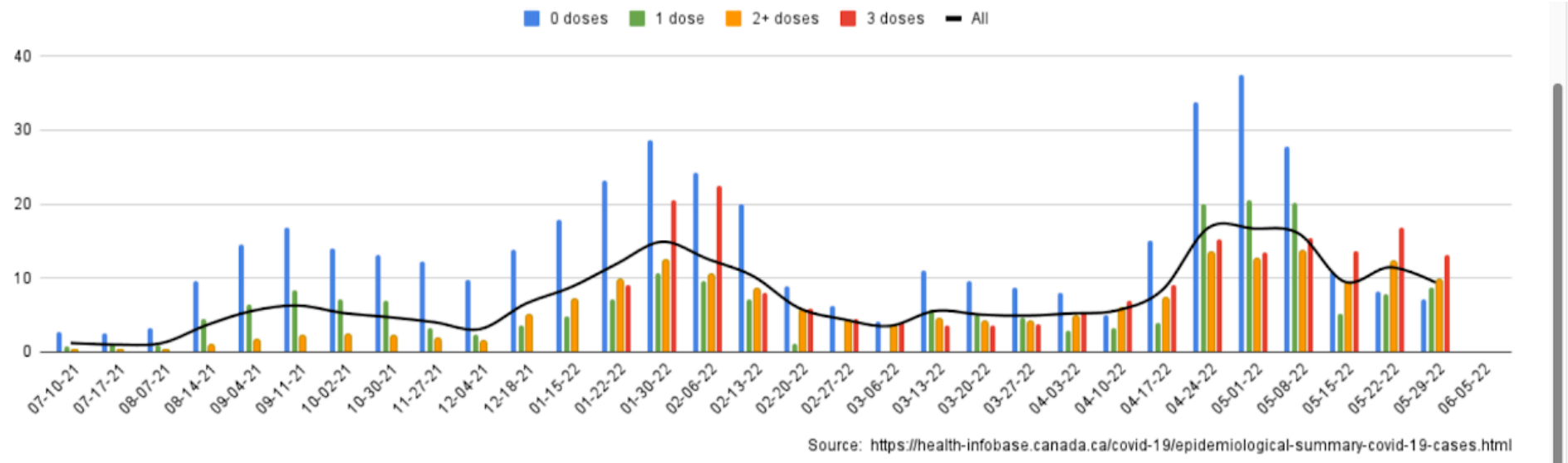
The R4GC Book: https://open-canada.github.io/r4gc/

Interactive Applications

https://open-canada.github.io/Apps/vitals

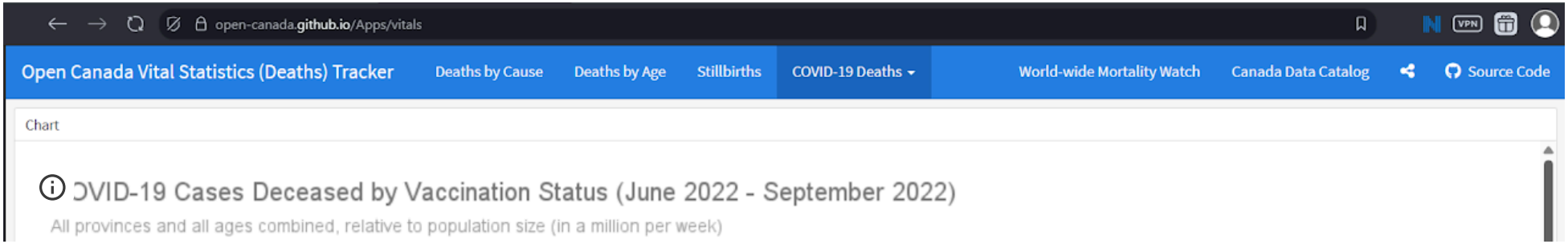

Data Source: Statistics Canada Table 13-10-0810-01
Choose data release:
Latest (Live)
2022-11-10
Last record in data: 2025-12-06
Select region(s):
Canada
Newfoundland and Labrad
Prince Edward Island
Nova Scotia
Select death cause(s):
Total, all causes of death [A
Malignant neoplasms [C00-
Diabetes mellitus [E10-E14]
Alzheimer's disease [G30]
Select date range:
2019-01-01
to
2026-01-14
Data processing options:
Show per million
Average over several weeks
4 weeks
12 weeks
Chart
Grid
Total, all causes of death [A00-Y89]
Ill-defined and unspecified causes of mortality [R99]
Information unavailable
Deaths per million per week
Canada
Quebec
Ontario
Saskatchewan
Alberta
British Columbia
Black curves show pre-pandemic weekly average
Source: Statistics Canada - Table 13-10-0810-01
Generated on 2026-02-13 by Open Canada Vital Statistics Tracker (open-canada.github.io/Apps/vitals)

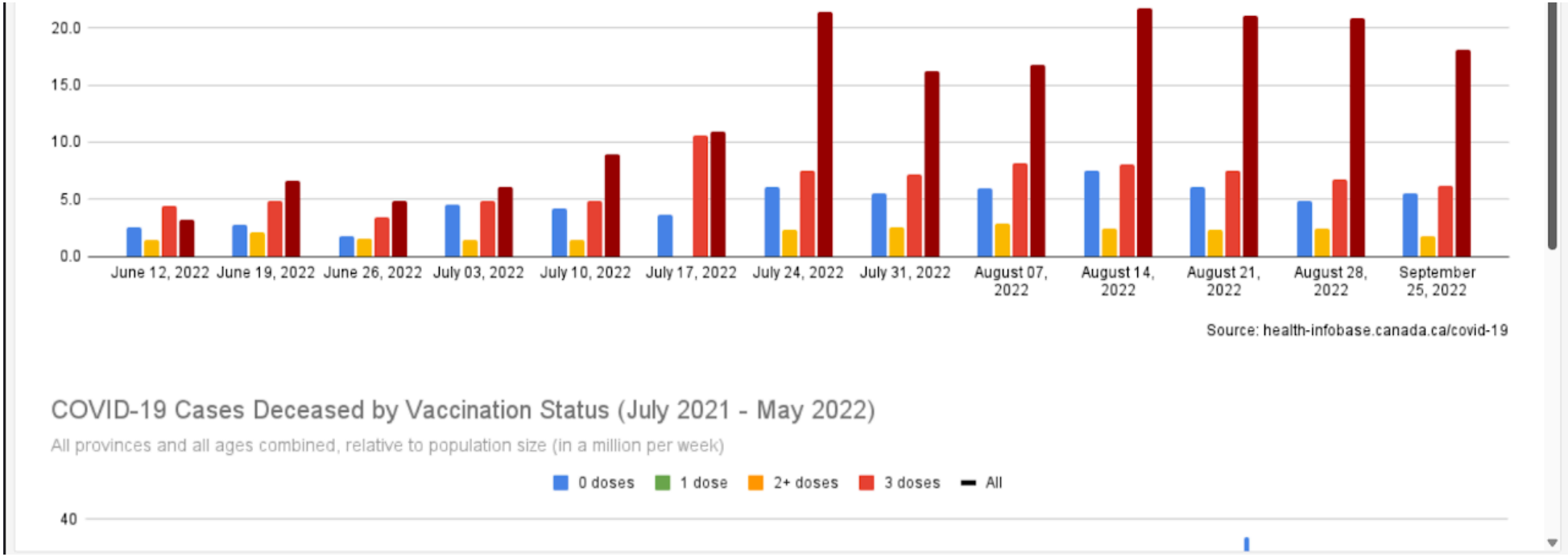

open-canada.github.io/Apps/vitals
Open Canada Vital Statistics (Deaths) Tracker
Deaths by Cause
Deaths by Age
Stillbirths
COVID-19 Deaths
World-wide Mortality Watch
Canada Data Catalog
Source Code
Chart
June 12, 2022
June 19, 2022
June 26, 2022
July 03, 2022
July 10, 2022
July 17, 2022
July 24, 2022
July 31, 2022
August 07, 2022
August 14, 2022
August 21, 2022
August 28, 2022
September 25, 2022
Source: health-infobase.canada.ca/covid-19



Source: Public Health Agency of Canada COVID-19 Daily Epidemiology Update - Cases following vaccination (xlsx, google-sheet, methodology & discussion).
Note: In November 2022, Public Health Agency of Canada stopped reporting 'Cases following vaccination' statistics.


Data Source: Statistics Canada Table 13-10-0768-01
Choose data release(s):
2026-02-13 (Live)
2022-12-08
2022-09-08
Last record in data: 2025-12-06
Select Region(s):
Prince Edward Island
Nova Scotia
New Brunswick
Quebec
Ontario
Select Age group(s):
all ages
0 to 44 years
45 to 64 years
65 to 84 years
Select Sex group(s):
Both sexes
Males
Females
Select date range:
2018-01-01
to
2026-01-14
Show:
weekly
monthly
Chart
Grid
Provisional weekly death counts, by age group and sex
Alberta
British Columbia
Ontario
0 to 44 years
85 years and over
all ages
Deaths monthly
Sex Females Males
release 2026-02-13 (Live)
Source: Statistics Canada - Table 13-10-0768-01
Generated on 2026-02-13 by Open Canada Vital Statistics Tracker (open-canada.github.io/Apps/vitals)


open-canada.github.io/Apps/vitals
Open Canada Vital Statistics (Deaths) Tracker
Deaths by Cause
Deaths by Age
Stillbirths
COVID-19 Deaths
World-wide Mortality Watch
Canada Data Catalog
Source Code
Chart
COVID-19 Cases Deceased by Vaccination Status (June 2022 - September 2022)
All provinces and all ages combined, relative to population size (in a million per week)



https://open-canada.github.io/Apps/pses

2018

Select Question:

36. I feel I can initiate a formal recourse process (e.g., grievance, complaint, appeal)..

Select Department:

Health Canada

Next level (Total=11)

.ALL COMBINED.

Next Level (Total=0)

.ALL COMBINED.

Next Level (Total=0)

.ALL COMBINED.

Sort by:

name score rank

number of responses

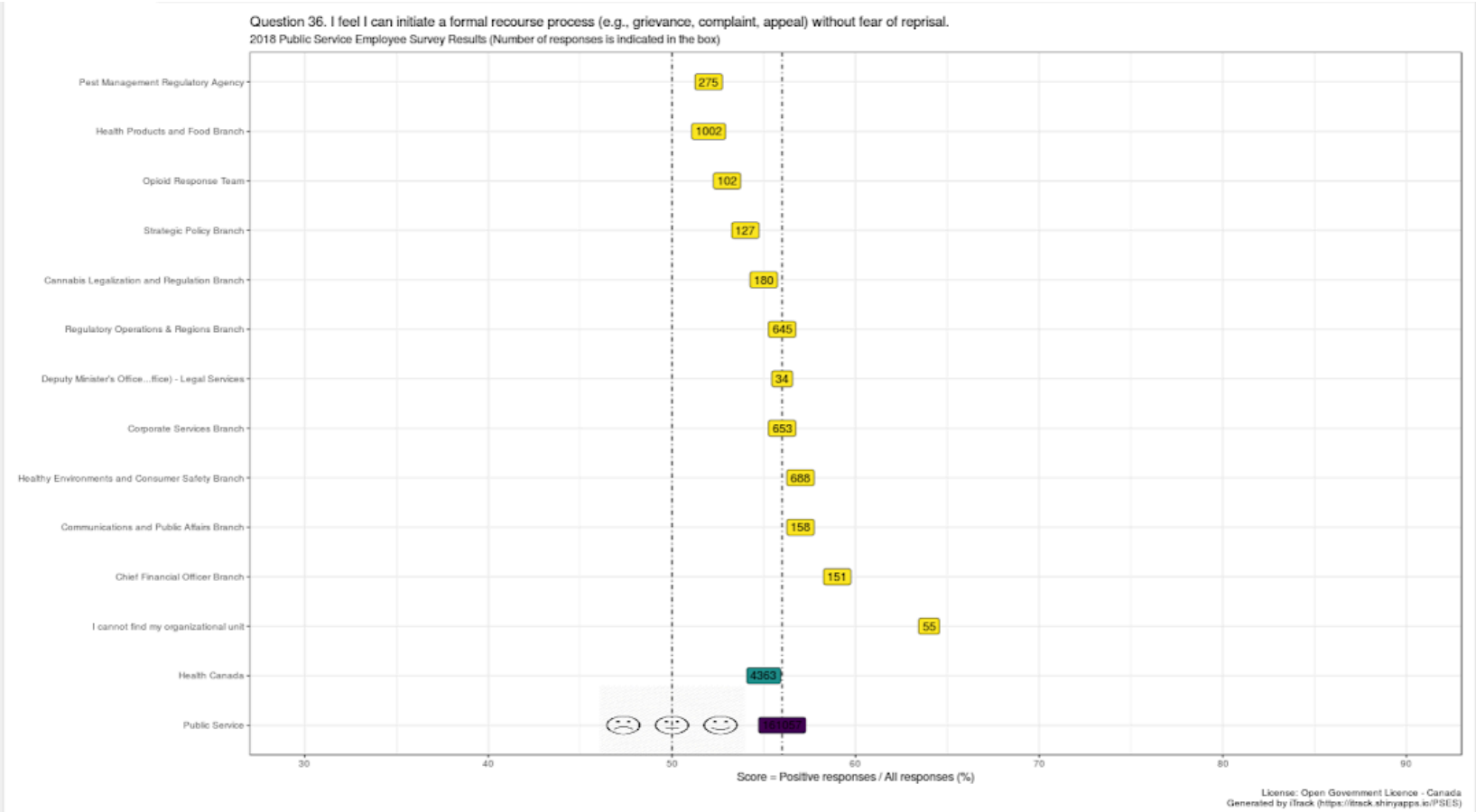
Filter by Rank (%):

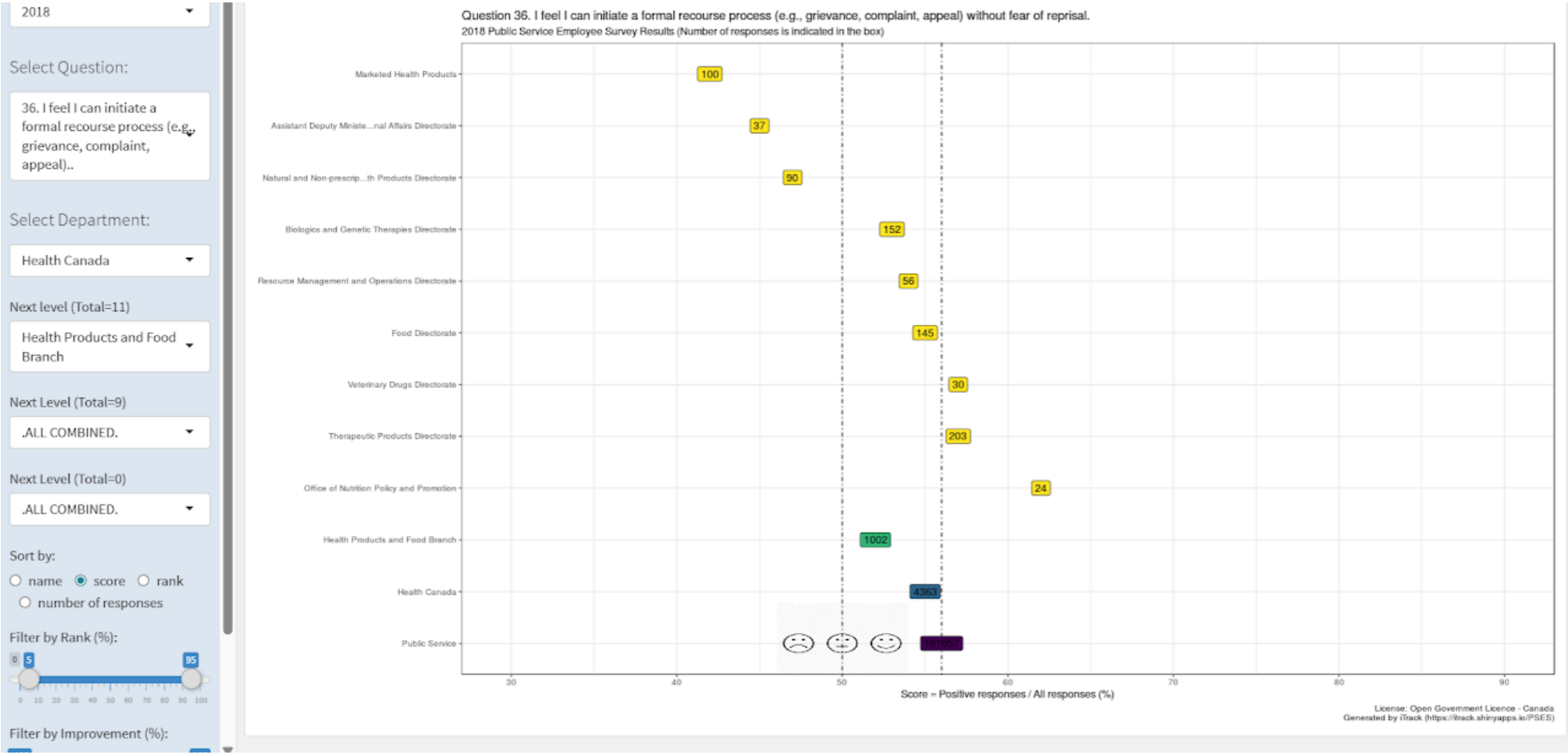
0 5 95

0 10 20 30 40 50 60 70 80 90 100

Filter by Improvement (%):

-100 100





Data Evidence ("Those Beautiful Interactive Graphs")

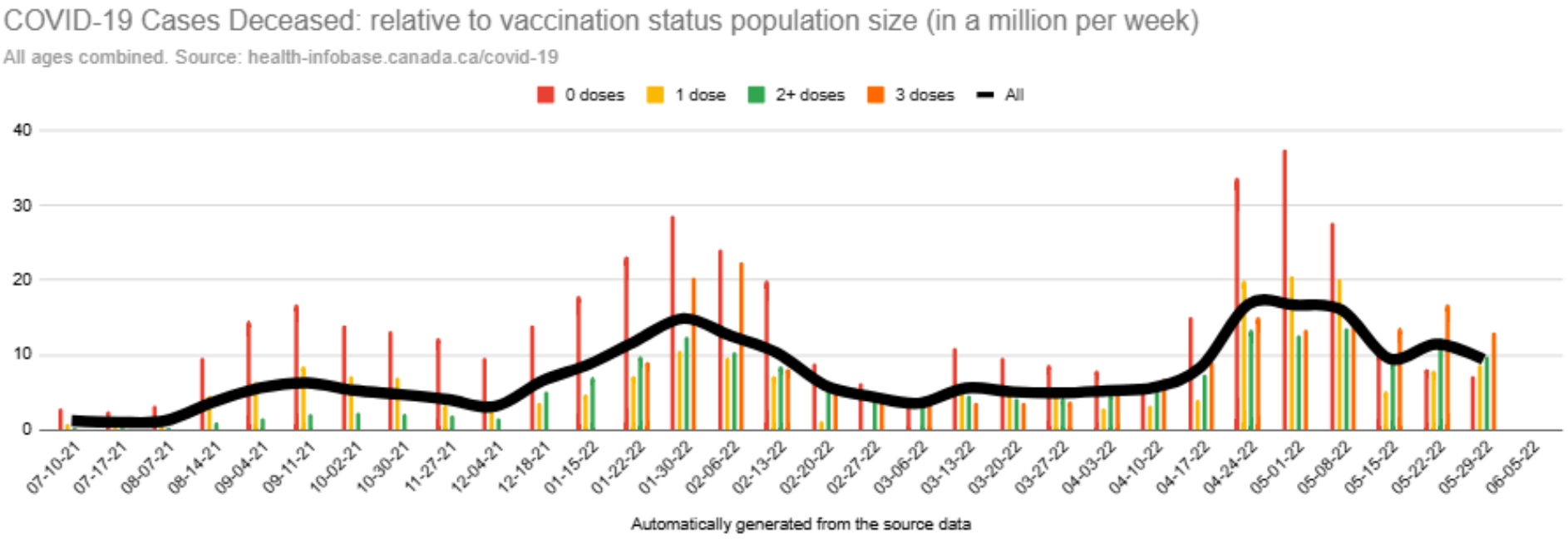
These Data Evidence was obtained by the Grievor and his colleagues from official sources,
Grievor brought it forward for discussion with his management. The management declined to discuss it.

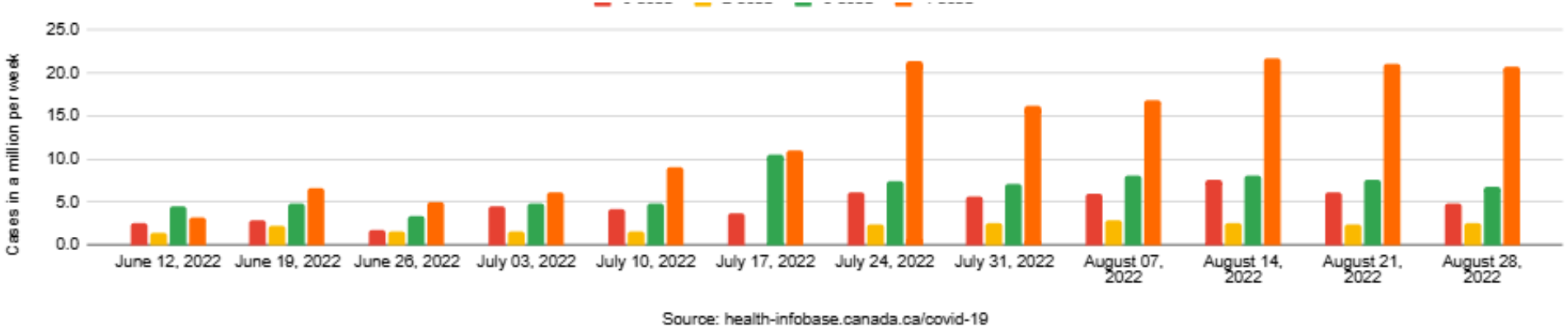
Generated by Web App: https://open-canada.github.io/Apps/vitals (mirror: https://o-canada.shinyapps.io/vitals)
Summary of observations: https://sites.google.com/view/open-canada (ivim.ca/o)

These numbers are computed directly from numbers reported by PHAC.
PHAC reported aggregated numbers , counted from the day vaccine were approved (14 Dec 2020)

Source: COVID-19 Daily Epidemiology Update, Public Health Agency of Canada.

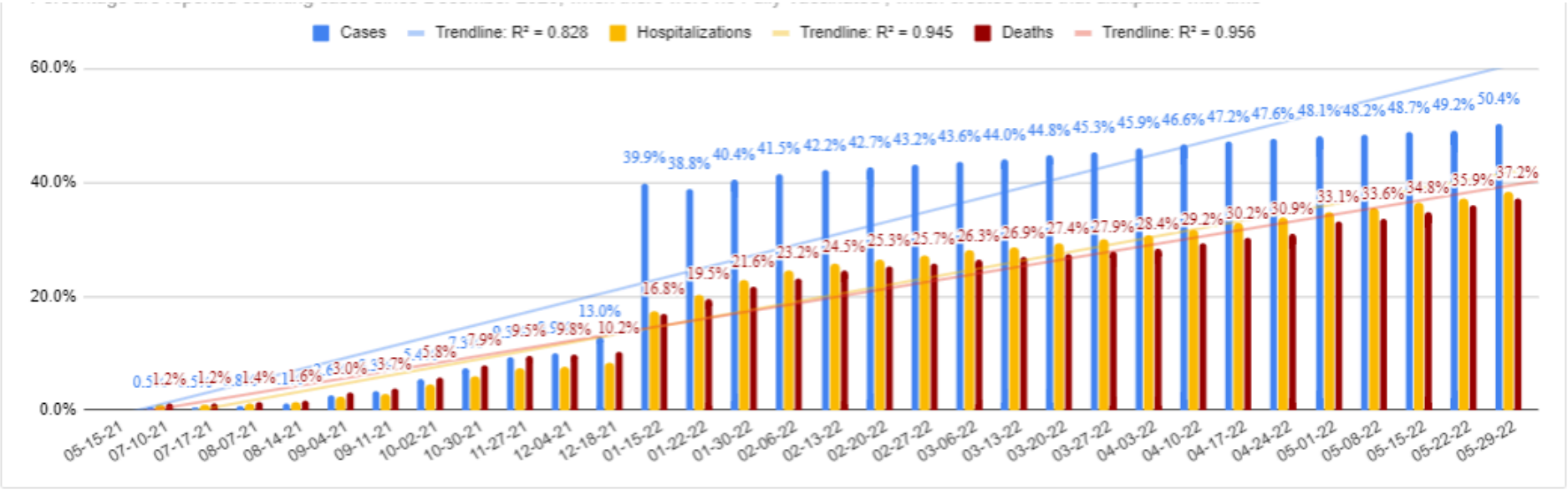
- https://health-infobase.canada.ca/covid-19/archive/ (June 10, 2022 -September 23, 2022)
- https://health-infobase.canada.ca/covid-19/epidemiological-summary-covid-19-cases.html (July 30, 2021 - May 31, 2022) - web.archive.org
- Googlesheet that tracks data from this source is here.
- Cached:
  - https://github.com/open-canada/vitals/tree/main/docs/COVID-19%20epidemiology%20updates
  - https://github.com/IVI-M/vitals/tree/main/docs/COVID-19%20epidemiology%20updates





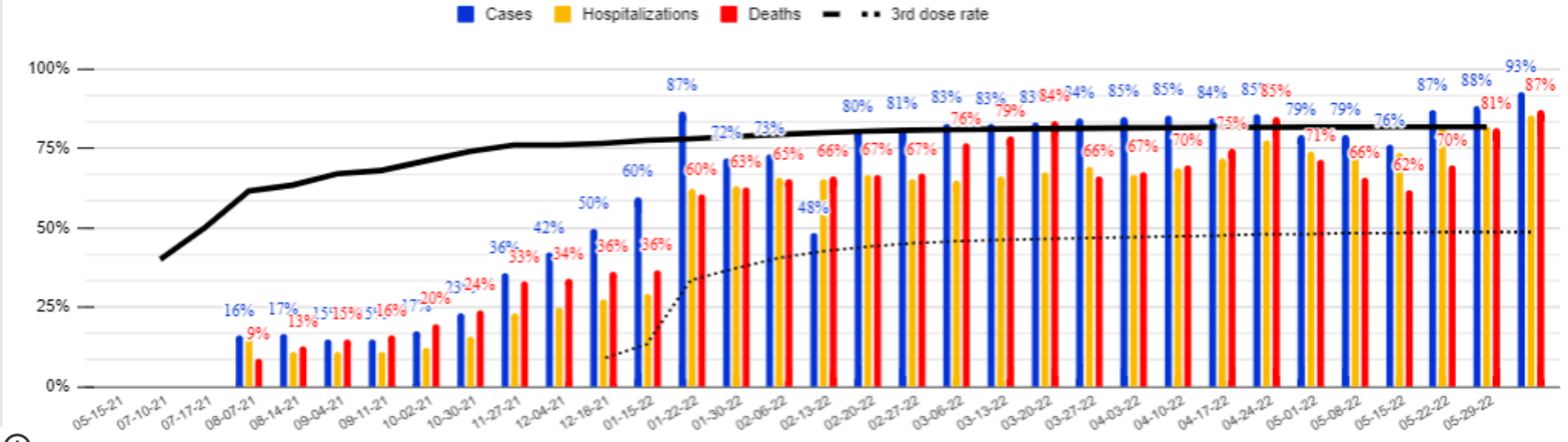
Source: health-infobase.canada.ca/covid-19

Percentage of Fully vaccination in weekly counts of COVID-19 Cases:
Reported statistics (top) vs. Actually observed (bottom)



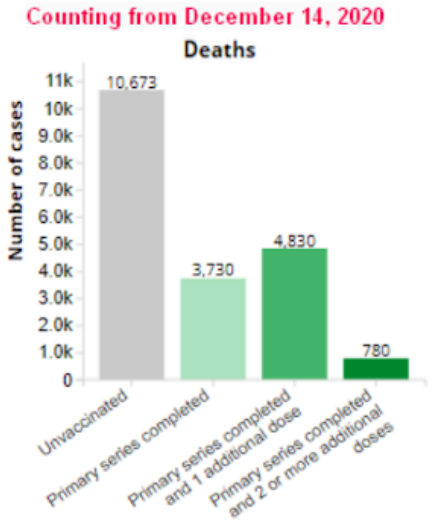
Percentage of Fully Vaccinated among Cases (based on weekly count of Cases)

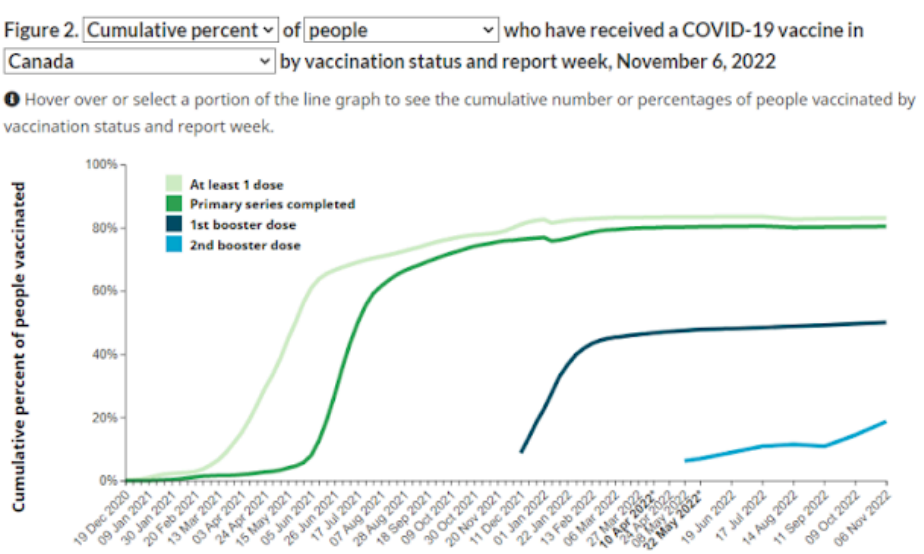
Data: COVID-19 Daily Epidemiology Updates, Public Health Agency of Canada. Analysis: www.IVIM.ca

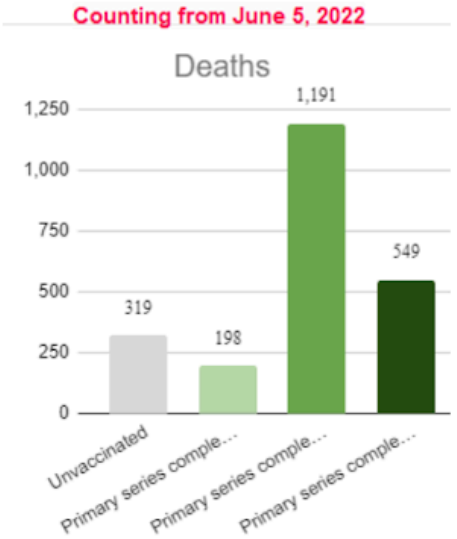


PHAC used algorithmic bias technique that skewed the displayed statistics considerably (by over two orders of magnitude) in favour of people who have received more vaccine doses by reporting the number of cases starting from the date when COVID-19 vaccines were approved in Canada for high-risk population (14 DEC 2020) and not from the time when vaccine doses were actually administered to different populations

The actual weekly statistics never showed that COVID-19 vaccines significantly reduced the risk of being infected and/or having complications from COVID-19. Furthermore, the weekly statistics showed that starting from Omicron COVID-19 was affecting vaccinated people increasingly more than unvaccinated and partially unvaccinated people.







The following insight from Statistics Canada was published **nine months after** I have observed it myself and tried to bring attention of my management and colleagues to it. Using the Vital Statics Web App (https://o-canada.shinyapps.io/vitals/) , which we built with other data scientists, I knew exactly what this observed excess mortality among young Canadians **correlates the most** - **with COVID-19 vaccine administration.**

[1] Statistics Canada on the Statistics Canada's excess mortality dashboard:

- Archived page: https://web.archive.org/web/20220922113054/https://www150.statcan.gc.ca/n1/pub/71-607-x/71-607-x2021028-eng.htm
- Note: The "youngest" category in Canadian data is 0-44
- **Web App:** https://o-canada.shinyapps.io/vitals/

Statistics Canada Statistique Canada

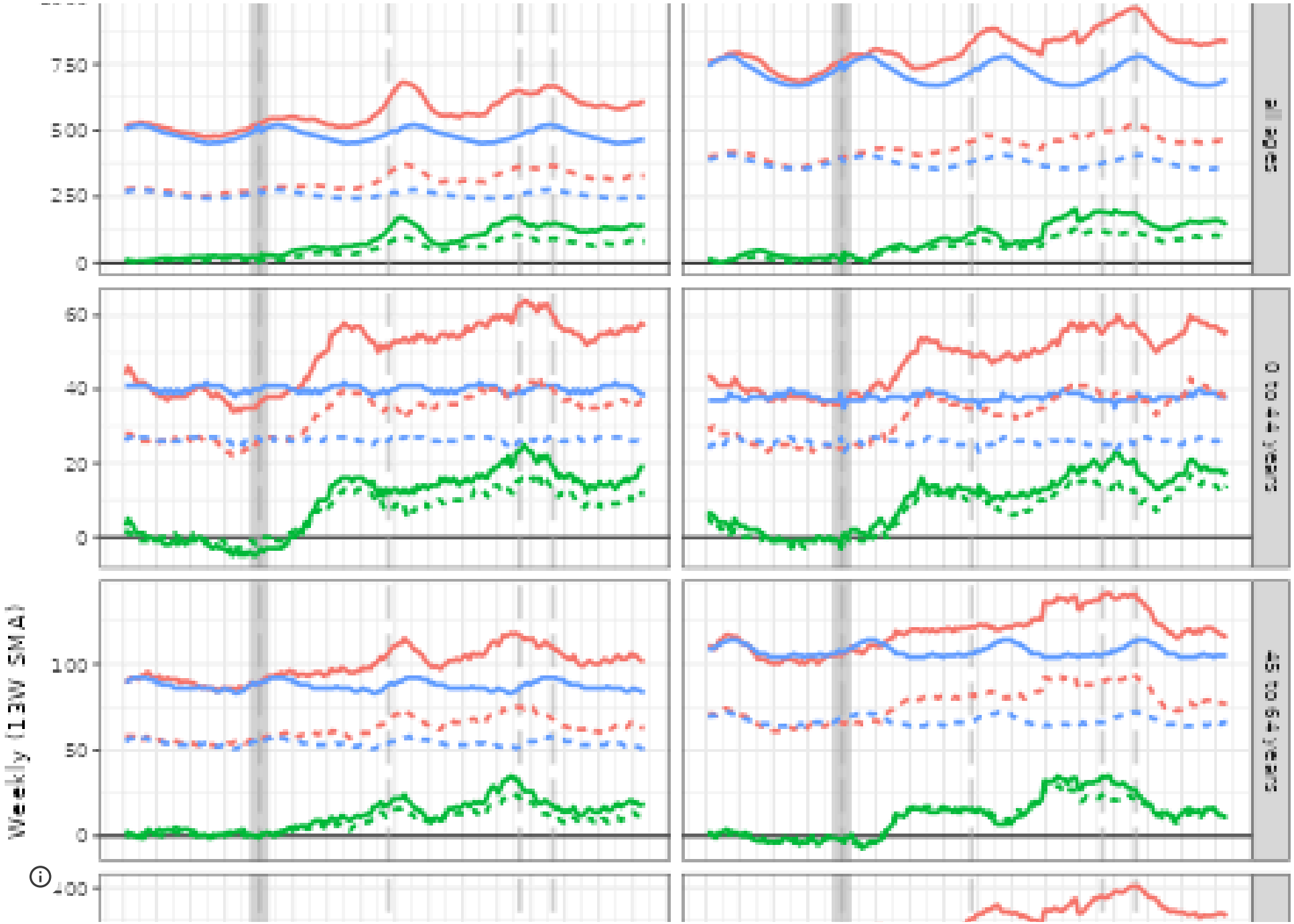
Search website

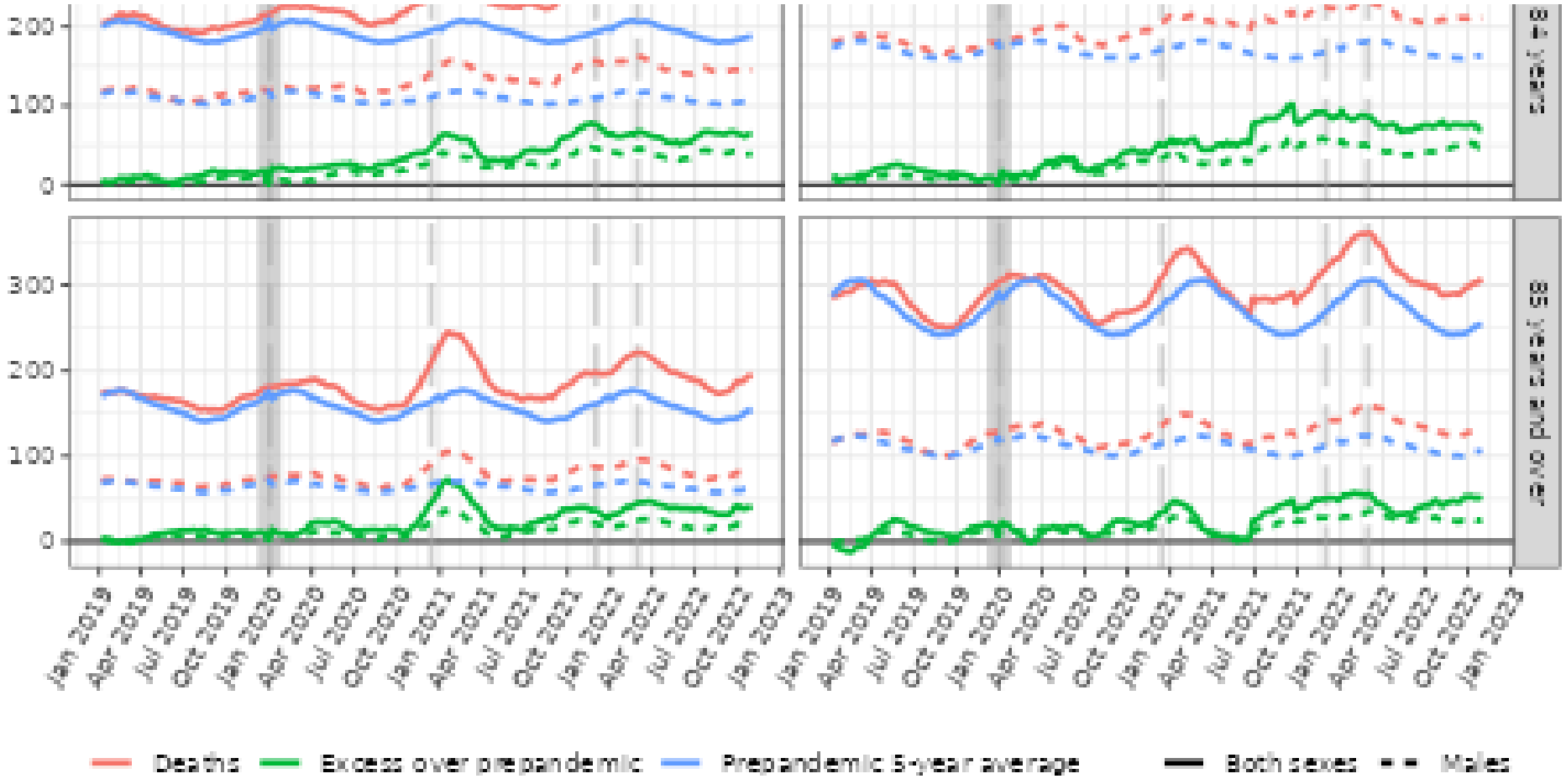
Provisional deaths and excess mortality in Canada dashboard

▼ Recent key insight: National trends

Nationally, periods of significant excess mortality have been observed from March 2020 to June 2020; from October 2020 to February 2021; and from August 2021 to November 2021. Canada experienced a new period of significant excess mortality starting in January 2022 when Omicron was the dominant variant. Excess deaths were observed across all age groups but were relatively higher among those younger than 45 and among men, particularly in the western provinces.

Date modified: 2022-09-08


Weekly (13W SMA)
750
500
250
0
60
40
20
0
100
50
0
400

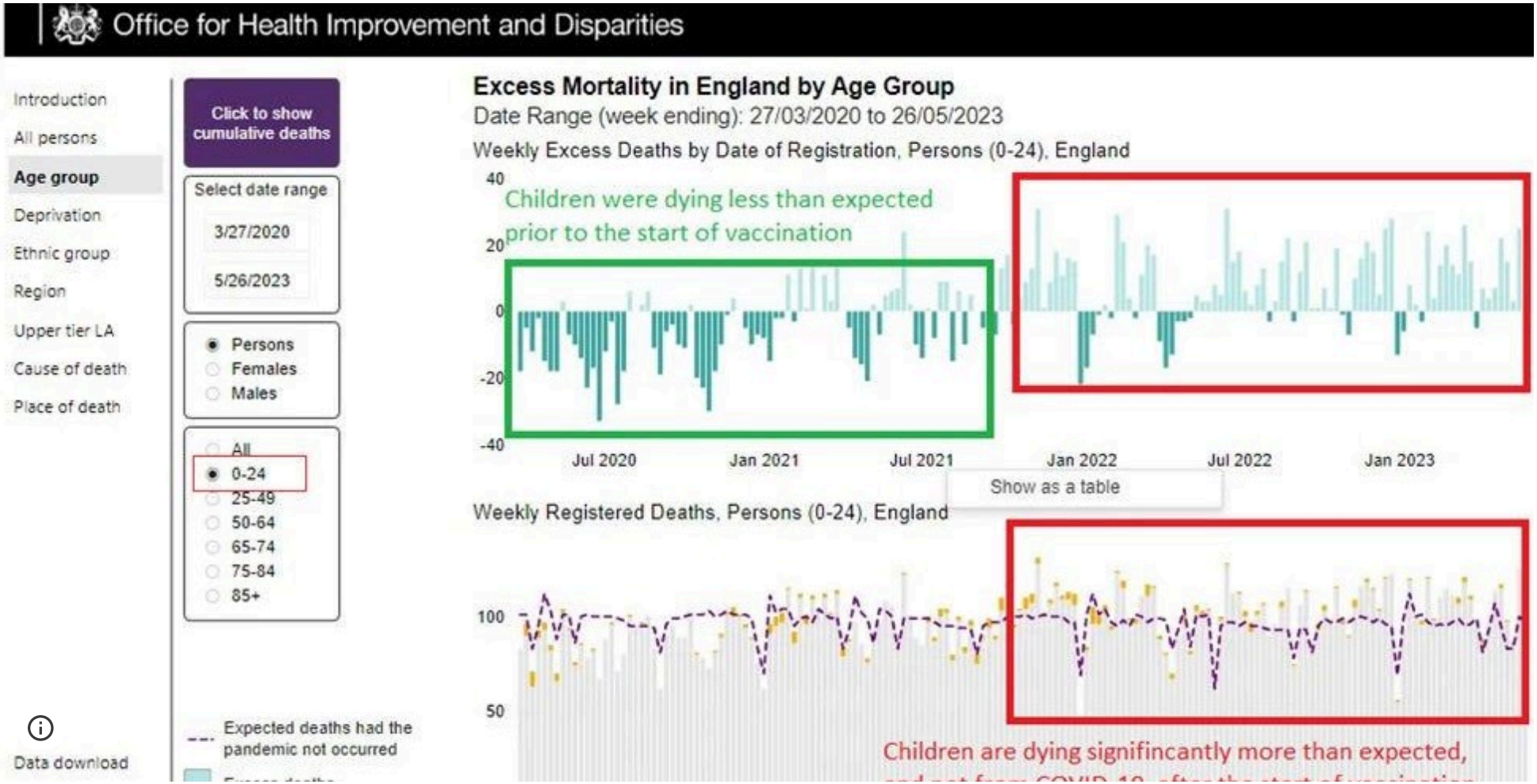


Source: Statistics Canada - Table 13-10-0768
Generated by OpenCanada.info Tracker on 2023-02-23

Source: Office for Health Improvement and Disparities: Excess mortality in England

Graphs show:

- Prior to the start of vaccination (Green Box), children were dying less than expected since the start of pandemic (bars are below dash line)
- After the commencement of vaccination (Red Box), children start dying significantly more than expected (bars above dash line), and these deaths were not attributed to COVID-19 (small yellow portions in the bars)



#5. Anecdotal evidence of harms and risks of COVID-19 Vaccines - Personal Batch analysis

Ontario

Ministry of Health
Ministère de la Santé

Name/Nom: DMITRY OLEGOVICH GORODNICHY

Health Card Number/Numéro de la carte Santé: ######7545

Date of Birth/Date de naissance: 1971-10-29

Date/Date: 2021-05-22, 7:57 p.m.

Agent/Agent: COVID-19_mRNA

Product Name/Nom du produit: PFIZER-BIONTECH COVID-19 VACCINE mRNA

Diluent Product: PFIZER Diluent 0.9% Sodium Chloride

Lot/Lot: FA8721

Dosage/Dosage: 0.3ml

Route/Voie: Intramuscular / intramusculaire

You have received 1 valid dose(s) / Vous avez reçu 1 dose(s) valide(s)

Vaccine Administered By/Vaccin Administré par: Amina S, Medical Doctor

Authorized Organization/Organisme agréé: Ottawa Public Health Unit

Note: Only valid doses are counted / Remarque: Seules les doses valides sont comptées

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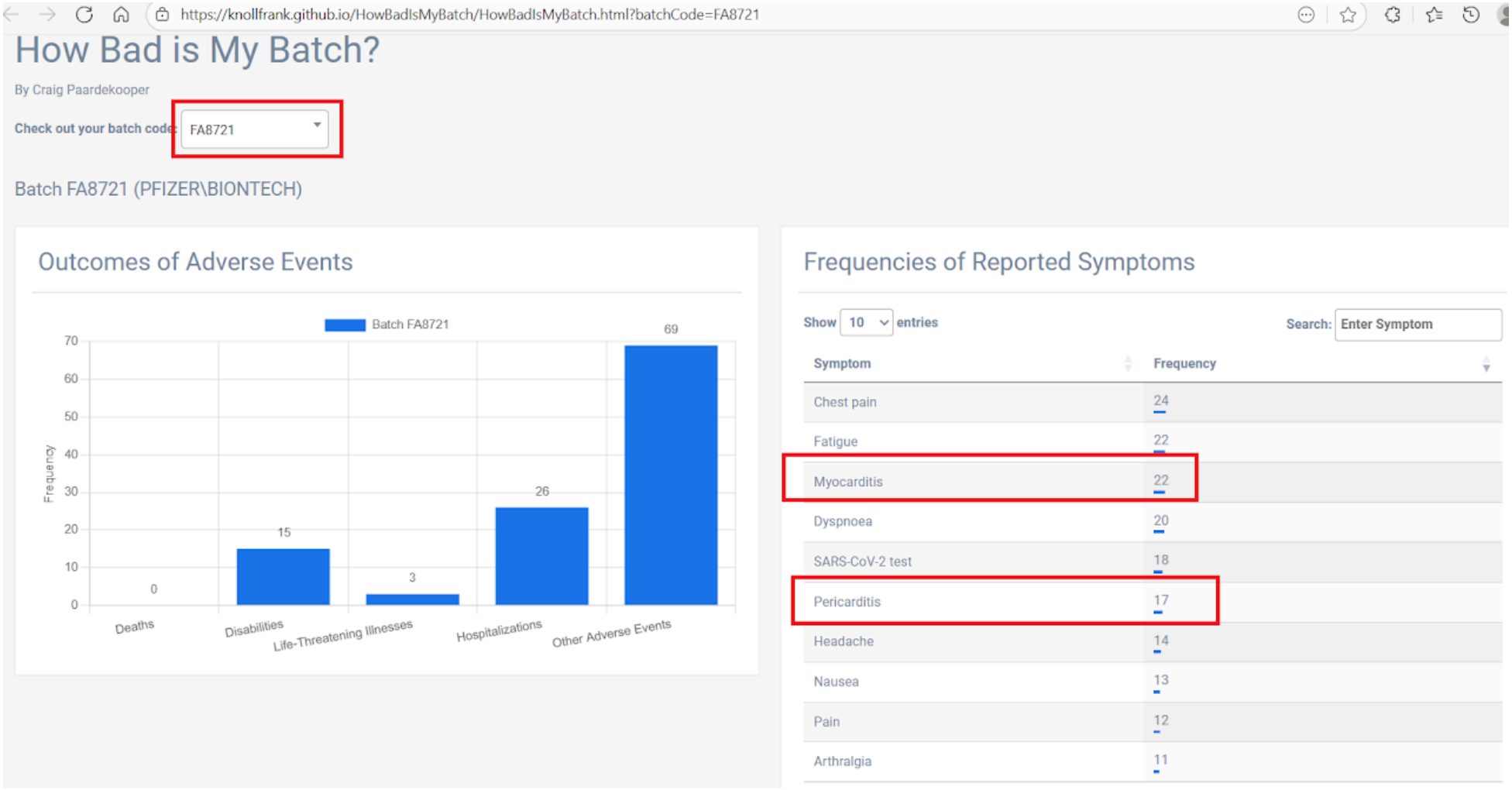
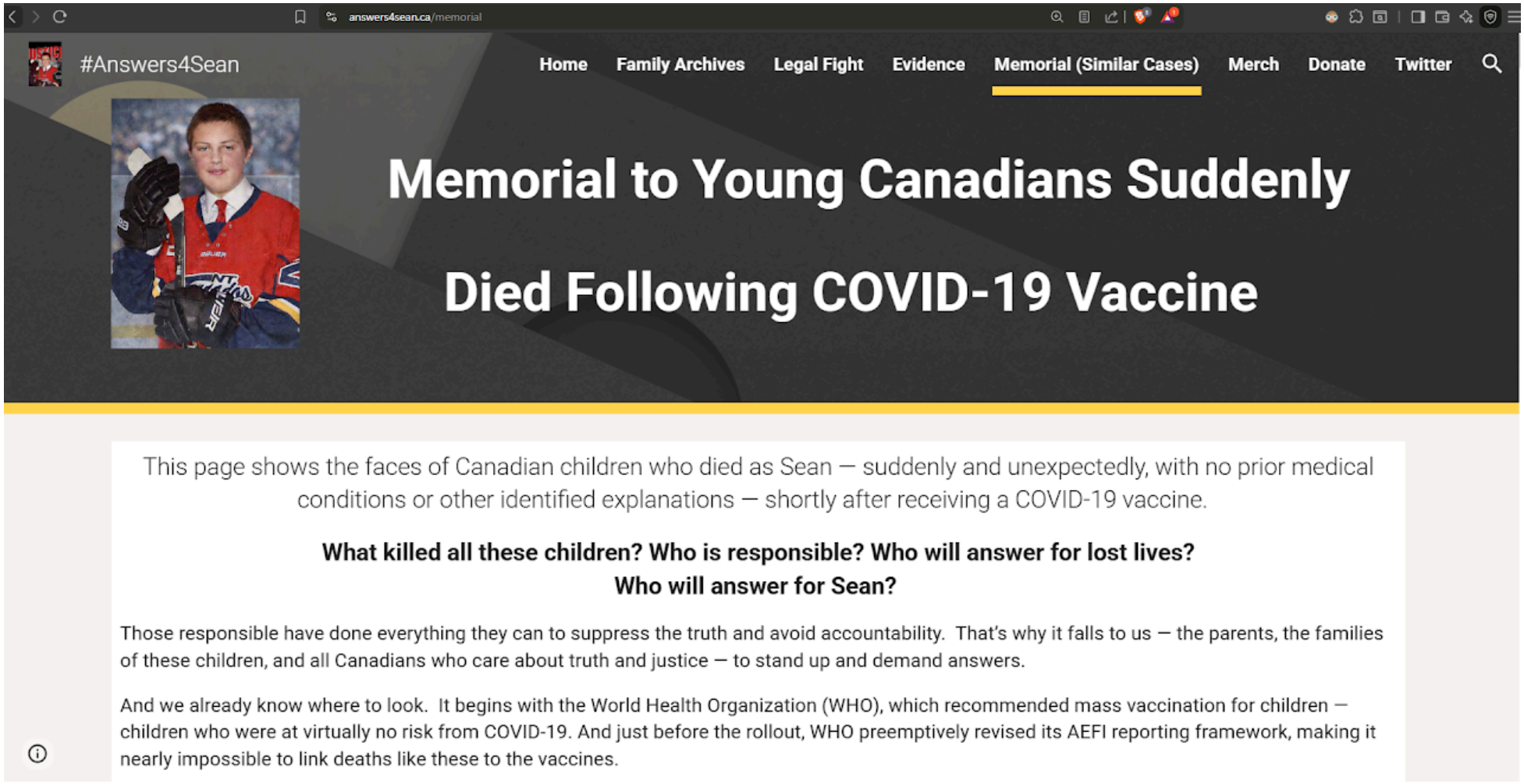
Please remain on the premises for the next 15 minutes for observation. You are free to leave the vaccination clinic at: 8:12 PM / Veuillez rester sur place pendant les 15 prochaines minutes aux fins d'observation. Vous pouvez quitter la séance de vaccination à:8:12 PM.

Results for side-effects reported for batches of my family members are here (include deaths)



100 of children)

Source: www.Answers4Sean.ca



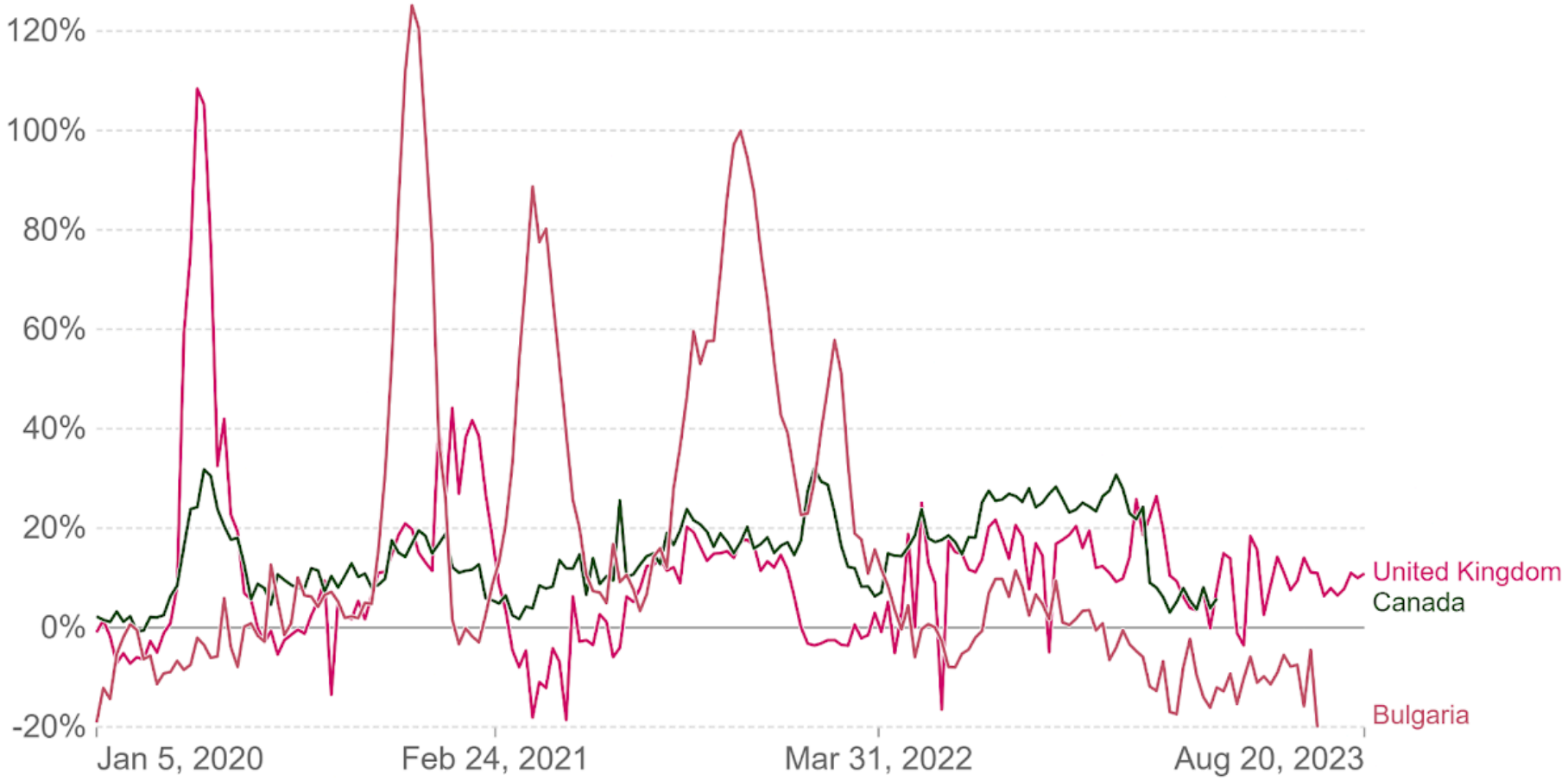
Data sources:

- https://www.mortality.watch
- https://ourworldindata.org/grapher/excess-mortality-p-scores-average-baseline?country=BGR~GBR~SVK~DEU


Total number of people who received all doses prescribed by the initial vaccination protocol, divided by the total population of the country.
80%
70%
60%
50%
40%
30%
20%
10%
0%
Australia
Canada
Ireland
New Zealand
Denmark
United Kingdom
United States
Netherlands
Poland
Serbia
Azerbaijan
Kosovo
Slovakia
Romania
Armenia
Georgia
Moldova
Bulgaria
Bosnia and Herzegovi
0:44 / 18:08
CC

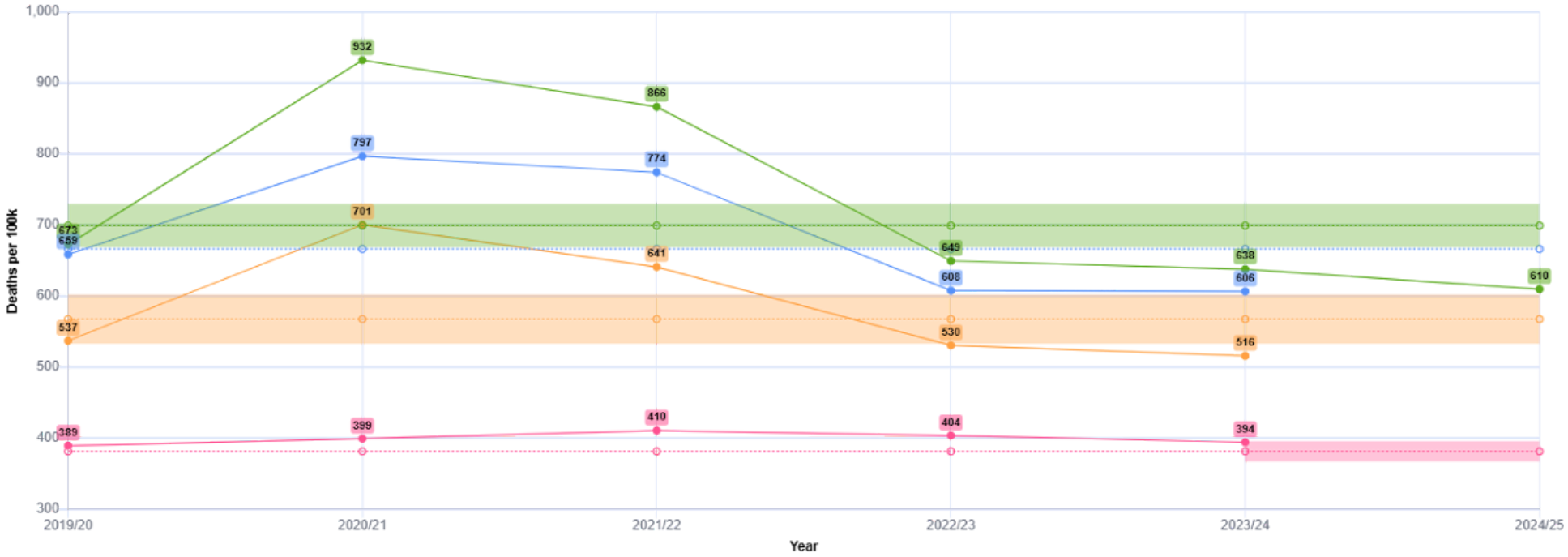
previous years

The percentage difference between the reported number of weekly or monthly deaths in 2020–2023 and the average number of deaths in the same period over the years 2015–2019. The reported number might not count all deaths that occurred due to incomplete coverage and delays in reporting.



Source: Human Mortality Database (2023); World Mortality Dataset (2023) OurWorldInData.org/coronavirus • CC BY

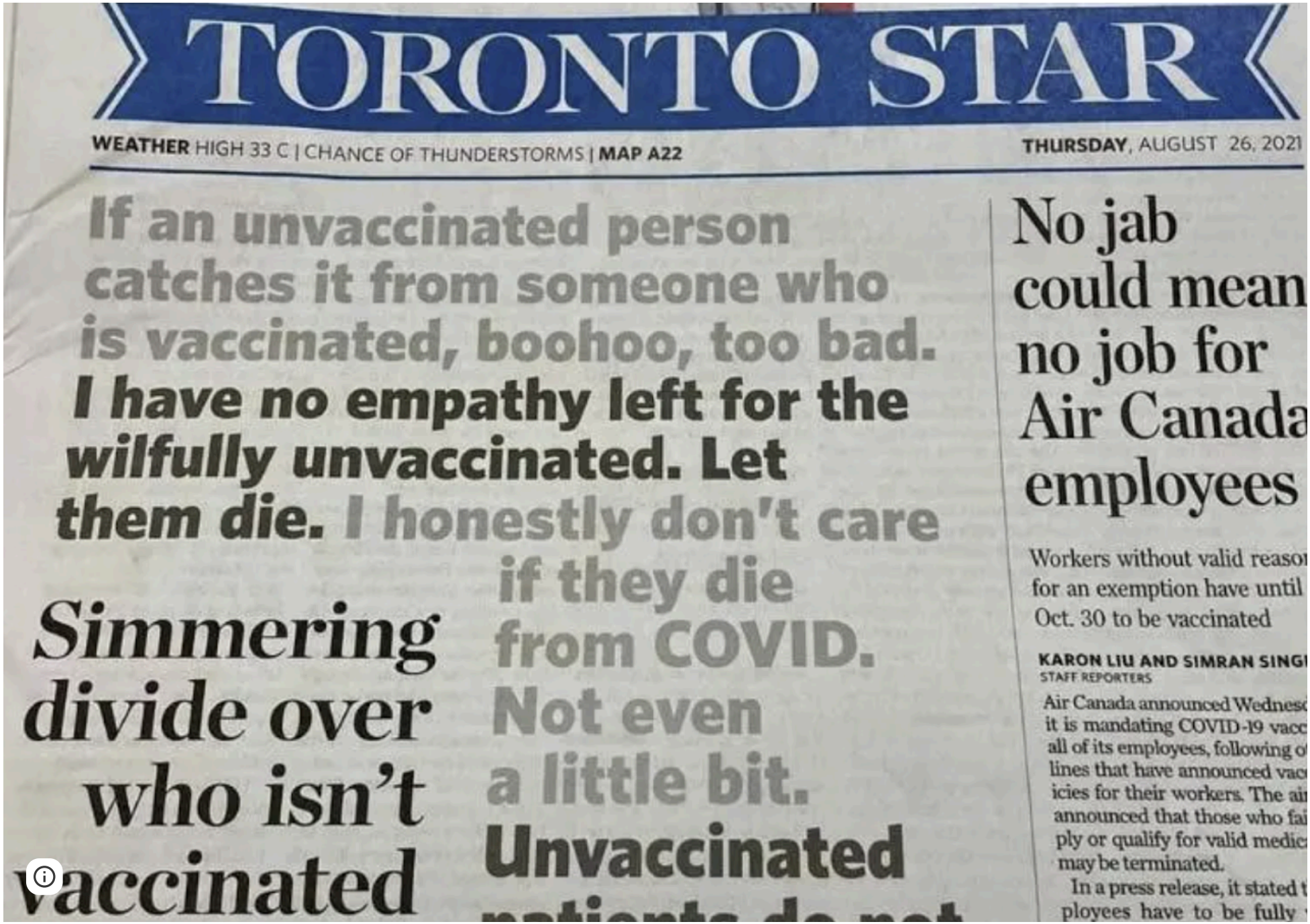
Note: Comparisons across countries are affected by differences in the completeness of death reporting. Details can be found at our Excess Mortality page.



10/1-9/30 · WHO Standard Population · Baseline: Mean 2016/17-2018/19 · 95% Prediction Interval

Learn more:

- https://en.gorodnichy.ca/evidence/hate-harassment/dehumanization-awareness-project
- ATIP OPC: Impressive work from PHAC behavioural scientists on developing "Winning communication strategies" ahead of launching the vaccines - https://ivim.substack.com/p/a-new-portal-to-search-for-foi-and
- Follow-Up: Deep Dive into ATIP 2022-00115 (OPC) - Behavioural Science and Vaccine Communication - https://ivim.substack.com/p/follow-up-deep-dive-into-atip-2022,



TORONTO STAR

WEATHER HIGH 33 C | CHANCE OF THUNDERSTORMS | MAP A22

THURSDAY, AUGUST 26, 2021

If an unvaccinated person catches it from someone who is vaccinated, boohoo, too bad. I have no empathy left for the wilfully unvaccinated. Let them die. I honestly don't care if they die from COVID. Not even a little bit. Unvaccinated

Simmering divide over who isn't vaccinated

No jab could mean no job for Air Canada employees

Workers without valid reaso for an exemption have until Oct. 30 to be vaccinated

KARON LIU AND SIMRAN SINGH
STAFF REPORTERS

Air Canada announced Wednes it is mandating COVID-19 vacc all of its employees, following o lines that have announced vac icies for their workers. The ai announced that those who fai ply or qualify for valid medic may be terminated.

In a press release, it stated t ployees have to be fully



Fear of Reprisal among Public Service professionals

Learn more: https://en.gorodnichy.ca/evidence/fear-of-reprisal



The following issues are of low priority to the Union, based on the prioritization or proposed resolutions at the National 2024 PIPSC AGM:

- Medical Privacy and Bodily Autonomy
- Vaccination Mandate Impact
- High Fear of Reprisal Among Professionals Working on Policies Affecting All Canadians
- Transparency and update related to PIPSC Statement supporting mandatory vaccinations

Learn more: https://dg4vp.substack.com/p/2024-pipsc-agm-resolutions-authored

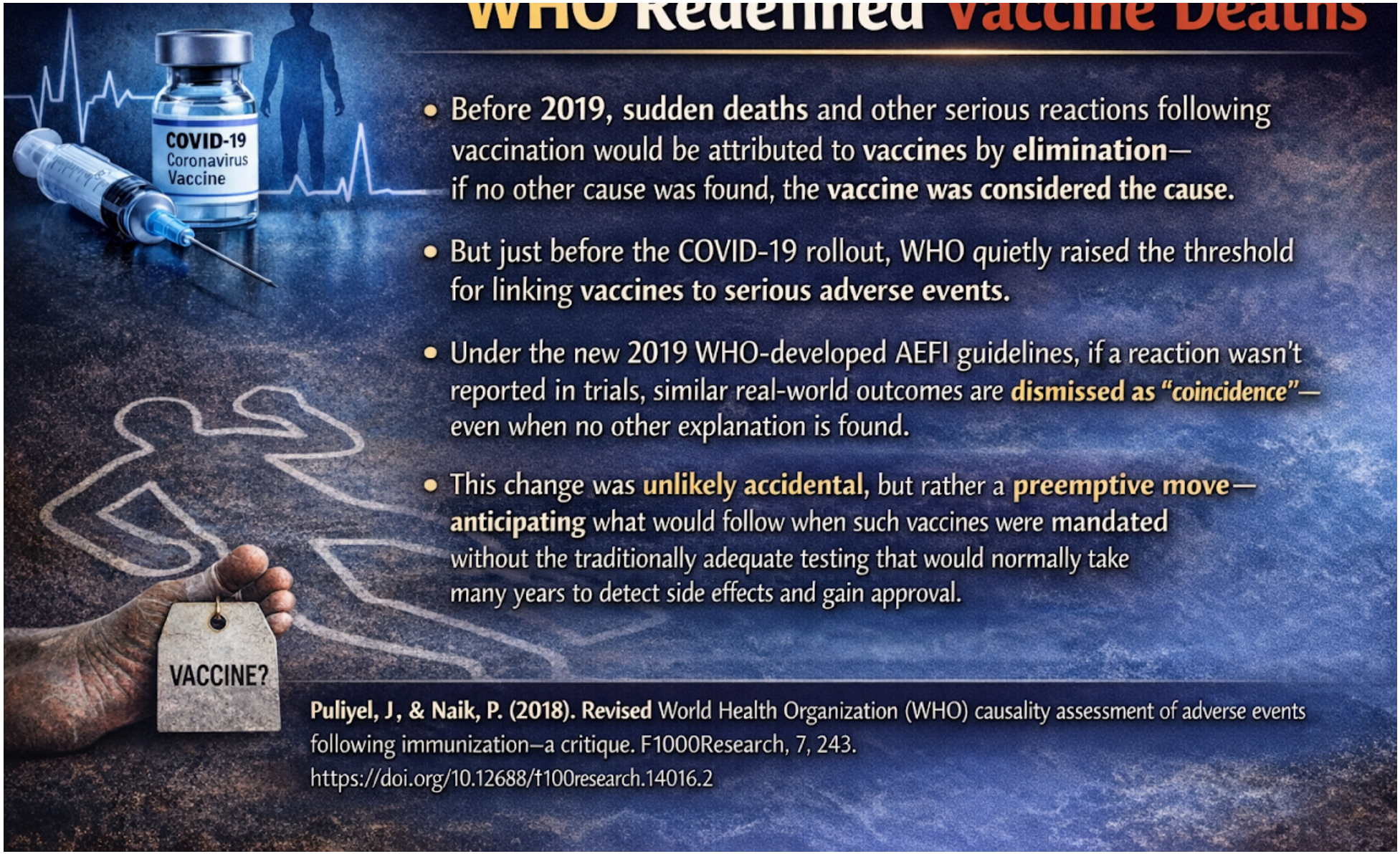
29. P-03 Quebec Divestment from fossil fuels
30. P-04 Quebec Policy on Steward Liberation
31. P-05 Quebec Fair distribution of members
32. P-06 Quebec Prioritisation of National AGM business
33. P-07 SP Group Bargaining Communications
34. P-08 SP Group Science Advisory Committee
35. P-09 SP Group Virtual Meetings
36. P-10 SH Group Shift Workers Attendance at Branch & Subgroup Events
37. P-11 RE Group Climate
38. P-12 BC-Yukon Policy on Board of Directors
39. P-13 IT Group Policy on Financial Support for Member Participation

Private Members

40. F-11 Oake Travel Restrictions When in Deficit
41. F-12 Oake Limits of Past Expenses for Presidents and Vice Presidents
42. F-13 Oake Hospitality Spending Restrictions When in Deficit
43. B-17 Tellier + Alcohol and cannabis products
44. B-18 Wong + Reporting of Expenditures
45. B-19 Khan Professional Recognition and Qualifications Committee (PRQC)
46. B-20 Wong Bylaw 13 (Calling of Special General Meeting)
47. B-21 Jamieson AGM Delegate Count Calculation
48. P-14 Domey PSPP Phase Out from Fossil Fuel Investments (#1)
49. P-15 Domey PSPP Phase Out from Fossil Fuel Investments (#2)
50. P-16 Oake No Members of the Board of Directors on Committees of the Board
51. P-17 Oake Special General Meeting (SGM) Chair Selection (
52. **P-18 Xiao ~~Covid~~ Medical Privacy and Bodily Autonomy Info Campaign**
53. **P-19 Xiao ~~Covid~~ Compensation for PIPSC employees who were placed on LWOP**
54. **P-20 Xiao ~~Covid~~ Mandate Impact Survey**
55. P-21 Corda Election Activities
56. **P-22 Gorodnichy Inclusion of Additional Grounds of Discrimination in the PIPSC Equity Statement**
57. **P-23 Gorodnichy Use of non-divisive imagery on PIPSC public-facing websites**
58. **P-24 Gorodnichy Address high Fear of Reprisal among professionals working on policies affecting all Canadians**
59. **P-25 Gorodnichy Transparency and update related to PIPSC Statement supporting mandatory vaccinations**

Foreign and Corporate Influence on Canadian Health Policy Undermining Canadian National Interests and Constitutional Rights

Learn more: https://en.gorodnichy.ca/evidence/foreign-corporate-influence


WHO Redefined Vaccine Deaths
COVID-19 Coronavirus Vaccine
VACCINE?
• Before 2019, sudden deaths and other serious reactions following vaccination would be attributed to vaccines by elimination— if no other cause was found, the vaccine was considered the cause.
• But just before the COVID-19 rollout, WHO quietly raised the threshold for linking vaccines to serious adverse events.
• Under the new 2019 WHO-developed AEFI guidelines, if a reaction wasn't reported in trials, similar real-world outcomes are dismissed as "coincidence"— even when no other explanation is found.
• This change was unlikely accidental, but rather a preemptive move— anticipating what would follow when such vaccines were mandated without the traditionally adequate testing that would normally take many years to detect side effects and gain approval.
Puliyel, J, & Naik, P. (2018). Revised World Health Organization (WHO) causality assessment of adverse events following immunization–a critique. F1000Research, 7, 243.
https://doi.org/10.12688/f100research.14016.2



What's next? - Recommendations

https://dg4vp.substack.com/p/alberta-introduces-neutrality-act?utm_source=publication-search

Alberta Introduces “Neutrality Act” (Bill 13) to Protect Free Expression Across Regulated Professions – Why It Matters For Unions And Public Servants Across Canada

As Alberta moves to “protect free expression” for regulated professionals, many unionized workers across Canada still feel unsafe speaking openly about contentious issues.



PS. Who Can Tell Me The Truth ?





Twitter, Facebook
Substack: @dg4vp, @ivim
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