

## EMPLOYEE EXEMPTION REQUEST INFORMATION

Here are questions, answers and instructions as to how **you as an employee** can apply for a religious exemption from the Covid vaccines at your work place.

1. ***Can I get a religious exemption from the Covid-19 vaccine mandates?*** Yes you might so long as you have a sincerely held religious belief that prevents you from receiving the Covid-19 Vaccines. If so, your employer must make reasonable accommodations for you unless this causes an undue hardship on the employer. The applicable law is a federal law – Title VII of the Civil Rights Act of 1964. If you have a medical objection, that is very different and would require a letter from your doctor.
2. ***How do I get a religious exemption from the Covid-19 vaccine mandates?*** You will need to write a letter to your employer that details why you are requesting a religious exemption to the Covid-19 Vaccines.
3. ***What should I write in my letter to my employer?*** Here are some DO'S and DON'TS for the letter to your employer (and a box to check off):
  - a.  Do include your name and the date.
  - b.  Do write out your own explanation of why you have a sincerely held religious belief opposing the vaccines.
  - c.  Do quote scriptures and be complete as to why you object (note – we have another document for you that outlines some of the religious objections to the shots that people are making reference to for religious exemptions, but, if you review them, do not copy and paste them – use your own words).
  - d.  Do be polite in your letter.
  - e.  Do NOT make constitutional arguments or medical arguments in your letter. If you do, this opens the door for a denial because the employer may say your objections are not religious based.
  - f.  DO NOT USE A FORM LETTER. Use your own language.
  - g.  Do tell your employer that you are genuinely concerned about a safe workplace and that you want to do your part.
  - h.  Do include a request at the end that says something like: “Based on my sincerely held religious beliefs, I am requesting an exemption from the Covid-19 vaccines per Title VII of the Federal Civil Rights Act.”
  - i.  Do use your employer’s forms to make the request for an exemption if this is required – but if you are not able to provide your full explanation on the forms as to why you have religious objections, then include the letter you have written and get it to the employer before the deadline along with the employer required forms. Even if you have to hand deliver your letter, it is that important to do so.
  - j.  Do not miss the deadline.
  - k.  Do keep proof of the date and time you deliver your letter.
  - l.  Do Sign your letter
4. ***What should I do after I have submitted my request for a religious exemption?*** Keep good records! You need to get into the mindset of preparing to sue your employer in case they wrongfully terminate you from your job and violate your civil rights.

5. ***What records should I keep after submitting my request for a religious exemption?*** Your records should include at least the following:
  - a.  When you delivered the religious exemption request.
  - b.  To whom you delivered the religious exemption request.
  - c.  What they said when you delivered religious exemption request.
  - d.  The name and contact information of the person speaking on behalf of your employer who grants or denies your request, as well as any witnesses to everything said by your employer about the request and their response
  - e.  Note – if you are going to secretly record conversations, you need to know the law of your state to make sure it is legal to secretly record. And you should know that attorneys in some states are ethically prohibited from instructing you to record so they will not and cannot tell you to do so.
  - f.  Save every email and other correspondence from and to your employer. If you get texts, save screen shots. Do not delete anything.
  - g.  Save every voice mail from your employer.
  - h.  REMEMBER: Proof is EVERYTHING in court. If you have to go to an attorney, the attorney will be more likely take your case in the event you have all the above records.
6. ***Should I keep on keeping these sorts of records if my employer grants the exemption?*** Yes – because the employer may very well take away the exemption later as different mandates come out.
7. ***Do I need a letter from my Pastor, Priest, Rabbi, Imam, Granthi, or other Clergy of my Faith?*** No, you do not need such a letter and your employer cannot make you produce one. If you do want to include one with your own personal letter, that is perfectly fine. They should affirm that you do have your own sincerely held religious beliefs as indicated in your letter requesting a religious exemption. They should not write a template letter that you sign.
8. ***What if I have both a medical and religious objection to the vaccines?*** There is nothing that would prohibit you from sending in both requests to your employer, i.e., your personal letter explaining why your sincerely held religious beliefs prevent you from taking the shots and your letter from your doctor saying why you should not medically have the shot. Since there has been no court rulings yet of which we are aware on this issue, we cannot say if this is a good idea or not. Best guess right now – if you have both, send in both at the same time because if you send one in that gets rejected and then you send the other one in, it may appear that you are not sincere or forthright.
9. ***I am scared to lose my job...should I go through with this?*** This is a very difficult and personal decision. If you are serious about taking a stand, and if enough other persons like you do the same, you can make a difference. But, reality check here... you may lose your job and have to find another one. You may have to move to another state that is not enforcing vaccine mandates. And, even if you have a great case that is accepted by a lawyer, the litigation process could take several years to conclude and there is never a guarantee you will win.
10. ***What should I do if I missed the deadline to request a religious exemption?*** File your request immediately anyway. Title VII of the Civil Rights act does not have a deadline in it.
11. ***What should I do if my religious exemption request is denied?*** Please see our other instructions for what to do if you are denied an exemption.

1. ***Should I quit if they deny my exemption request?*** No and especially no if you want to pursue the employer for wrongful termination. We are hearing that there are some employers who are denying the religious exemptions initially to see what the employee does next and then may reverse the denial of the religious exemption. Do not quit your job under any circumstances – make your employer fire you or put you on unpaid leave. Do not sign any documents, or tell your employer, that you have quit or voluntarily resigned. If you quit, you do not have a wrongful termination claim. If you are put on unpaid leave, this is the same as being fired so you should file your civil rights complaint immediately. Also, consider hiring an attorney to write a “cease and desist” letter to your employer. This could include a demand that they stop discriminating against you based on your religious beliefs and telling them that they did not offer reasonable accommodations. This letter may not work but it could be worth a try to see if your employer will reconsider.

May the Lord Bless You and Keep You!

**VaccineExemption.com Legal Team**

**Note: This document is not meant to be legal advice but is provided for informational purposes only. We recommend that you seek the advice of an attorney in your state for legal advice.**