

# Tips on How to Request a Medical Exemption From Vaccines for Employees

If you are seeking a medical exemption from the COVID vaccine which has been mandated by your employer, it is important to know the following:

1. Under the Americans With Disabilities Act and the EEOC, if you have a disability your employer is obligated to make reasonable accommodations. See : <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>
  
2. If you seek a medical exemption, it will be more likely to be approved if:
  - a. A medical doctor writes it (as opposed to a Physician's Assistant or Nurse).
  - b. The medical doctor specifically references the CDC's and FDA's published known side effects (such as anaphylaxis) and says that you are at risk for one or more these known side effects. See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/allergic-reaction.html> and <https://www.cdc.gov/vaccinesafety/ensuringsafety/sideeffects/index.html>

(Note: we are hearing that in some instances there are medical and legal panels reviewing vaccine exemption requests and they are finding everything possible to deny the exemption).

3. If you cannot find a local doctor to write the letter you are requesting, you should consider consulting a non-local doctor via a telemedicine appointment. You do not have to use a doctor from your state to write the letter requesting a medical exemption.