**COVID-19 Vaccine Religious Exemption Request Form**

I am requesting an exemption from the COVID-19 vaccination on the basis of a sincerely held religious belief.

Individual’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Job Title/Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Please complete the below information and related questions:**

Receiving the COVID-19 vaccination conflicts with my strongly held religious observances, practices or beliefs as described below.

Tell your reasoning here…..

In addition to the above strongly held beliefs Pennsylvania’s Human Relations Act (“the Act”), Title 43 P.S. sections 951-963,:

“prohibits discrimination on various grounds, including religious creed, in employment, housing and places of public accommodation. Section 953 of the Act declares freedom from discrimination to be a civil right for all people in the Commonwealth. The provision states in pertinent part that: ”The opportunity for an individual to obtain employment for which he is qualified, . . . without discrimination because of . . . **religious creed** [emphasis added] . . . is hereby recognized as and declared to be a civil right which shall be enforceable as set forth in this act.” Section 955 (a) of the Act provides that it is an unlawful discriminatory practice for an employer “because of . . . religious creed, , , to discharge from employment such individual or independent contractor . . or to otherwise discriminate such individual or independent contractor with respect to compensation, hire, tenure, terms, conditions or privileges of employment . . .”

Were my employer to require me to be vaccinated as a prerequisite to continuing my employment here, or were it to otherwise take adverse action against me due to my unvaccinated status, it would be discriminating against me on religious grounds in clear violation of the Act. Moreover, it would likewise be unlawful for or any of its agents, employees, or representatives to retaliate against me for my assertion of my religious beliefs, and me being, as a result, religiously exempt from having to be vaccinated. Needless to say, no employee can do that which the company itself is prohibited from doing in contravention of my right to be free from religious discrimination. Nor can any employee aid or abet others or the company itself in discriminating against me based on my religious beliefs.

As you know, similar employment protection exists at the federal level. Title VII of the Civil Rights Act of 1964, 42 U.S.C. Section 2000e-(2a), provides protection against religious discrimination in the workplace. Under Title VII, it is unlawful for an employer to “discharge any individual, or otherwise discriminate against any individual with respect to her compensation, terms, conditions, or privileges of employment, because of such individual’s . . . religion, . . .” Were you to insist that I get vaccinated as a condition of my continued employment, or were it to adversely alter the terms or conditions of my employment as a result my vaccination status, it would be discriminating against me in violation of Title VII’s protections afforded to one’s religious beliefs. Nor can my employer retaliate in any way against me for my assertion of my religious beliefs. It goes without saying that no agent, employee, or representative of my employer can do that which Title VII prohibits them from doing.

In light of the foregoing, I trust that no further discussion of the matter is necessary and that my religious exemption will be duly noted in my file and, as the law requires, kept confidential.

I certify the above information to be true and accurate and that I sincerely hold the religious beliefs described above.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_