**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 the Rhode Island’s Anti-Discrimination Act (“the Act”), codified as § 28-5-7, states:

“It shall be an unlawful employment practice: (1) For any employer: (i) To refuse to hire any applicant for employment because of his or her race or color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin; (ii) Because of those reasons, to discharge an employee or discriminate against him or her with respect to hire, tenure, compensation, terms, conditions or privileges of employment, or any other matter directly or indirectly related to 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_