



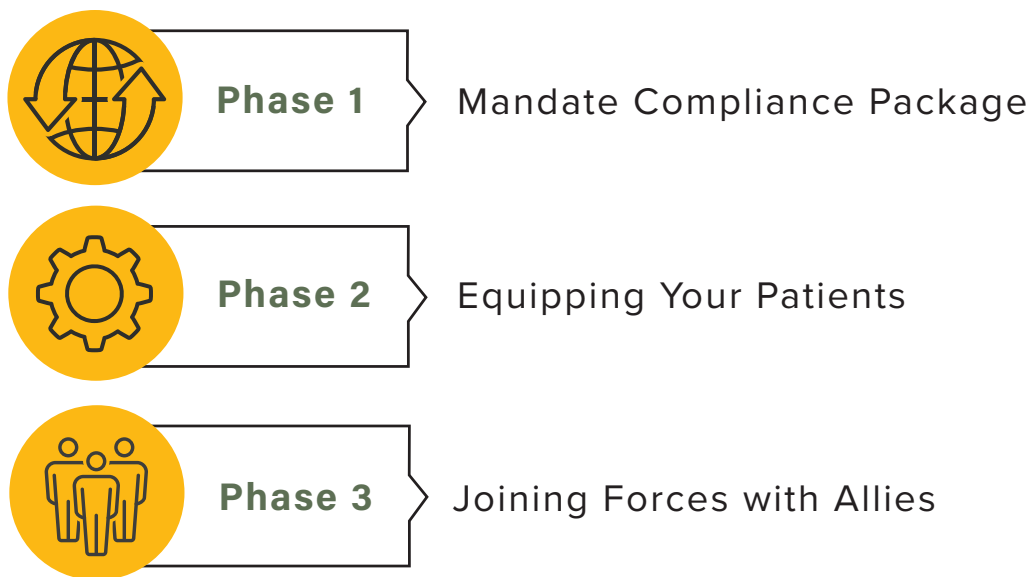
# Mandate Compliance

In addition to this packet, you will be provided with forms and deadlines specific to your state or region. It is critical to understand these mandates and their associated deadlines vary by jurisdiction.

**You are receiving this package because you may be subject to federal, state, or local vaccine mandates, under which you may choose to exercise your right to a religious exemption.**

The objective of the following recommendations is to maintain compliance with U.S. vaccination mandates as they pertain to the practicing chiropractor. These recommendations are meant as guidance and should not be considered legal advice. This objective should not be misinterpreted as agreement with, or support of, these mandates in any way. The Chiropractic Defense Council exists to protect the rights of the practicing chiropractor.

Initially, we will be releasing information that is intended to keep doctors of chiropractic informed and empowered in three phases:



## Forms included are:

★ Draft Policy Letter

★ Informed Consent Form

★ State-Specific Religious Exemption Form

# Staff Meeting



Keeping your staff informed is a critical best practice. They will have questions and concerns that you should be prepared to address. Your team will likely be handling a large share of the communications with your patients and community around this sensitive matter. Keeping them informed and equipped to address these questions or objections confidently is key.

**It is recommended that you hold a staff meeting with your entire team as soon as possible but definitely before the deadline in your state. During this meeting you should discuss the following items:**

## ONE

The new policy for your office as it relates to mandate compliance. You may use the Draft Policy Letter provided in this package as a guide to create your own policy if you choose to do so.

## TWO

Inform your entire team that they may either provide you with proof of vaccination or complete the exemption form included in this package. Please review the accompanying location-specific information on deadlines to ensure mandate compliance.

## THREE

Notify employees that employers are not required to submit these records anywhere at present, but that you will keep either proof of vaccination or a completed exemption form for every employee on file in case you are ever asked to produce them. If you are questioned about the forms, please contact the Chiropractic Defense Council at [bharon@onechiropractic.org](mailto:bharon@onechiropractic.org) for additional guidance.



# Religious Exemption Form

**This packet is accompanied by a state-specific religious exemption form designed to ensure you are protected under applicable state and federal laws if you choose to exercise this right.**

While it is important that individuals who elect to fill out the form respond to reflect their personal religious beliefs, the template provided below can serve as a starting point. You will see a section that reads “Please describe your religious belief and how it affects your ability to receive a COVID-19 vaccination.” A sample response follows:

*I am a devout NAME OF RELIGION who opposes this vaccine based on sincerely held religious beliefs. I am therefore requesting an exemption from the COVID-19 vaccination.*

*[Each filer should add additional information if they choose to do so].*

Of course, this is simply a sample and individuals should fill this section out as it applies to their personal beliefs / situation.

**I UNDERSTAND THAT PATIENTS AND/OR PROVIDERS**

**AT THIS PRACTICE MAY BE EXEMPT FROM A**

**COVID-19 VACCINE AND CONSENT TO TREATMENT**

## Informed Consent Form

**You may elect to create an additional Informed Consent Form or add language to an existing one.**

This packet includes an example Informed Consent Form to promote transparency between patients and providers, and as a layer of protection against liability. Specifically, this form will verify that all patients who choose to be treated at your facility are aware that there are patients, employees, and/or providers within your practice who may be exempted from a COVID-19 vaccine. While not currently required by law, we encourage you to consider providing this form to all patients and continuing until mandates applicable to you are lifted. While there is no way to guarantee you will hold no liability, particularly with such an evolving situation, requiring that this form be completed may help prevent future challenges.



# Encouraged Communication Strategies

## **As you know, the issue of COVID-19 vaccine mandates is divisive.**

Rather than engaging in a debate with your employees, patients, or other community members at this stage of the battle, we suggest that you communicate honestly about your commitment to compliance (and that of your practice) by requiring proof of vaccination or through valid exemptions, as dictated by your location, so that you can remain open and serve your community. The mandate does allow you a choice, and that is the most important thing right now.

We understand how strongly you feel about this topic and why that is the case, but many people do not. We also understand that many within our community want to defend their beliefs. There will be a time for that. At this time, it is critical that we leverage the legal protections that we have so that we can stay open — and continue to serve. We assure you the day will come when we will need you to stand up and march, but that is not today, and these specific mandates are not the right battle.

The good news is that there is strength in numbers, which is why the Chiropractic Defense Council is working with like-minded organizations to mobilize a powerful network to share a unified message. We are honored to do this, and we will continue to fight this fight on your behalf so that you can focus on what matters most right now — serving your community with chiropractic.

We understand that your patients may be requesting guidance from you about whether they should be getting vaccinated. In Phase 2 of this process, we will be providing additional resources which can be provided to patients upon request.



# Conclusion

**We hope this packet will serve as a useful tool as you continue to serve your community within the challenges we now face.**

As a reminder, please carefully review the state-specific information to ensure that you are compliant within applicable deadlines.

Be on the lookout for Phase 2 of this strategy. If you need anything from us, do not hesitate to reach out through [www.defendchiropractic.org](http://www.defendchiropractic.org) or at [bharon@onechiropractic.org](mailto:bharon@onechiropractic.org).

We will continue to fight for the rights of practicing chiropractors all over the world.