

How to Get Your Religious Exemption Approved

1. Make your request **in writing** to the **highest authority** and find out who that is.

"I am seeking a religious exemption from the vaccine (and/or tests and masks) and I need to know who is going to make the accommodations – as required by law – for my request."

2. Ask if there is a **special form** they have that they want you to use.

"Do you have a special form I need to fill out?"

"Do you require this to be signed by a religious leader?"

"Does it need to be notarized?"

3. Take care of any **objections** in advance.

"What is the criteria you will use to evaluate my request?"

"Is there any reason my religious exemption request and accommodation would be denied?"

4. **ONLY answer their questions in writing.** Do NOT answer anything verbally. GET EVERYTHING IN WRITING.

"While I will attend the meeting if it is required, please note I will only answer your questions in writing so I can give them the care and consideration necessary. Putting me on the spot to answer questions that you have prepared but that I am unaware of could be construed as you creating a hostile work environment, and I'm sure that is not your intent. Please let me know your questions in writing and I will reply in writing."

5. **Do NOT bring in any information related to the science,** data, the fact that vaccines kill people, that PCR tests don't work, that masks harm people, that covid doesn't exist, the Nuremberg Code, HIPAA, etc. Keep your request strictly related to your religious objection to the vaccine, tests and masks.

We can guide you and counsel you if you need help expressing your sincerely-held religious (or moral/ethical beliefs): www.thehealthyamerican.org/religious-exemptions

6. **State exactly what accommodation you are seeking.**

"My requested accommodation is that I work from home."

"It would be acceptable to me to be transferred to a different department."

"I can change my hours/location if necessary."

"I want to work normally, without wearing a mask or getting tested."

7. **Your religious exemption can ALSO apply to wearing masks and getting tested.** They may try to make you get tested frequently or wear a mask if you choose not to get vaccinated. Masks, tests and vaccines are all medical interventions that you have the right to decline based on your sincerely-held religious (or ethical/moral) beliefs. **NOTE:** If you have already been wearing a mask and getting tested it will be nearly impossible for you to request this now, because you have already demonstrated that you will comply. BUT: You can request to get screening instead of testing, since testing is only for those with symptoms.

AND: It is discrimination against you if other people do not have to wear a mask or get tested but you do.

8. **If your request is refused, get an appeal.**

"Where do I submit my appeal to this decision?"

"Provide evidence that I am a direct threat to the health and safety of others."

"Your refusal of my request constitutes discrimination."

NOTE: We have sample appeal letters for those who sign up for our religious exemption services

9. If you are refused an appeal or an exemption, inform them you will be **making formal complaints** with these agencies:

- a. EEOC (for employers)
- b. State Civil Rights agency
- c. OSHA (for employers creating an unsafe workplace)
- d. U.S. Dept of Education (for schools)
- e. Health insurance (for medical settings)
- f. State Insurance Board (medical settings)
- g. State Professional Licensing Board (medical settings)
- h. Wrongful termination lawsuit (if you are fired)

10. **Keep a record of everything that happens.** Write down the facts and also write down your emotional distress. This will be needed if you sue the employer, school or medical setting for their blatant discrimination.

DON'T GIVE UP! You are right and they are wrong. They will try to confuse you and intimidate you. Intimidation and harassment are against the law, especially after you have requested your religious exemption request.