

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 Illinois Health Care Right of Conscience Act (the "HCRC Act") (745 ILCS §70/1, *et seq.*) provides additional support for vaccination and testing resistance. The statute provides, in relevant part, as follows:

"Discrimination. It shall be unlawful for any person, public or private institution, or public official to discriminate against any person in any manner, including but not limited to, licensing, hiring, promotion, transfer, staff appointment, hospital, managed care entity, or any other privileges, because of such person's conscientious refusal to receive, obtain, accept, perform, assist, counsel, suggest, recommend, refer or participate in any way in any particular form of health care services contrary to his or her conscience."

745 ILCS §70/5 (emphasis supplied). The Act defines "conscience" as follows:

"a sincerely held set of moral convictions arising from belief in and relation to God, or which, though not so derived, arises from a place in the life of its possessor parallel to that filled by God among adherents to religious faiths."

Were my employer to require me to be vaccinated as a prerequisite to continuing my employment, 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: _____