**AFFIDAVIT OF VACCINE EXEMPTION ON PERSONAL / RELIGIOUS GROUNDS FOR EMPLOYEES**

Date: \_\_\_\_\_/\_\_\_\_\_/20\_\_\_\_\_

Governing Authority Name (entity issuing mandate): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

RE: Personal / Religious Exemption from Immunization Requirements

I, (Legal Name), \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ the undersigned, do hereby swear and affirm that for personal / religious reasons, the immunizations required by (Governing Authority Name) **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** run contrary to my deeply held tenets and practices.

On this basis, as the above referenced immunization requirements violate my right to freely exercise my

personal religious convictions as guaranteed by the First Amendment of the Constitution of The United States of America, I am asserting my rights to an exemption from (Governing Authority Name)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ immunization requirements.

Additionally, my work arrangement allows me to work remotely, thereby posing no threat to others in the workplace. I have been following this remote work arrangement for the past 18 months with no impact to my performance.

I qualify for this exemption based on the following:

1) First Amendment of the United States Constitution

2) Title VII of the Civil Rights Act (*42 U.S. Code § 2000e*) prohibits discrimination against a

sincerely held religious belief, practice, or observance. As enforced by the U.S. Equal

Employment Opportunity Commission, Title VII requires employers to reasonably accommodate

an employees sincerely held personal religious belief, practice, or observance. For a personal / religious

accommodation request, according to the EEOC's COVID-19 guidance, employers should

ordinarily assume that an employee's request for personal / religious accommodation is based on a sincerely

held belief, practice, or observance.

EEOC guidance also reminds employers that the ADA prohibits employers from both disclosing that an

employee is receiving a reasonable accommodation and retaliating against an employee for requesting an

accommodation.

Failure to uphold 42 U.S. Code § 2000e and any attempt to coerce an individual to get the Covid-19

vaccine is a violation of federal law and may be met with legal action.

Thank you in advance,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Legal Name)

**--------------------------Notarial Certificate – To be filled out by a notary public--------------------**

State of \_\_\_\_\_\_\_\_\_\_\_\_\_\_

County of \_\_\_\_\_\_\_\_\_\_\_\_

On \_\_\_\_\_\_\_\_\_\_ before me, \_\_\_\_\_\_\_\_\_\_\_(here insert name and title of the officer), personally appeared

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, who proved to me on the basis of satisfactory evidence to be the person(s) whose

name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the

same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the

person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ that the

foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Seal)