

Some helpful information from the Ohio Christian Alliance when filing for religious exemption from the COVID-19 vaccine

When your employer has issued a vaccine mandate as terms of employment, it is important to request from your employer the religious exemption form. In addition, you may submit a simple letter with your statement of your sincerely held religious beliefs expressing your objections to receiving the vaccine.

The 1964 Civil Rights Code Title VII prohibits religious discrimination in employment.

When filling out your religious exemption form, there is some helpful information and guidance at the website of Liberty Counsel. www.lc.org Mat Staver and the team at Liberty Counsel provide their legal services at no charge to people of faith. If you have questions in completing your religious exemption form, they have guidance at their website at this link <https://lc.org/exempt>

Your statement of your religious conscience is your own statement. it is not necessary for you to have documentation from your church, church denomination, or a member of the clergy. It is recommended that you do not submit to a consultation in review of your faith statement and religious conscience objections to the vaccine. Your written statement expressing your objections on religious grounds is sufficient.

Your employer may follow up with a request for additional information or documentation of verification of your sincerely held religious belief. Please understand the very fact that they are doing this is that they are challenging your statement of faith. Keep your response brief, reiterating your original statement. You may want to state the Title VII of the Civil Rights Code as your right for religious conscience.

While you are waiting for the response from your employer, do not leave your job. Stay the course. Sometimes they are just waiting you out to see if you will cave on the issue. Many people are receiving approvals of their religious exemptions from the COVID-19 vaccine.

If the employers refuses your religious exemption, you then have the right to file a complaint with the EEOC (U.S. Equal Employment Opportunity Commission)

NOTE: Filing the EEOC Complaint is required before you can file suit alleging a violation of federal law. This administrative process is the next step you should complete. The EEOC may (1) choose to attempt resolution of your Complaint with your employer, (2) file suit against your employer, or (3) issue you a "right to sue" letter that clears the way for you to file suit. If you receive a "right to sue" letter, you can contact Liberty Counsel to review the matter or seek private counsel. Until they review the facts of each case, they are not able to determine ahead of time whether they would be able to represent you.