

NOTE, this letter is an informational template to be used as a guideline in writing your personalized letter. AFLDS suggests that a personalized letter brings across your sincerity and will afford you the best chance of success when bringing up this conversation with your or your child's school or employer. Look for yellow highlighted text which indicates where you will need to delete the highlighted text and replace it with your information.

Date: _____

Employer or School
Address

RE: Religious Exemption from Immunization Requirements

I, **your name**, hereby swear and affirm that I possess firmly held religious beliefs and practices. The COVID immunization required by **company or school** is contrary to my religious beliefs and practices.

My faith is that what I put in my body is a decision between God and myself. I only follow the guidance of the Holy Spirit. I am not led by the Holy Spirit to take any COVID vaccine.

On this basis, as the above referenced immunization requirements violate my right to freely exercise my firmly held beliefs as guaranteed by the First Amendment of the Constitution of the United States of America, I am asserting my rights to an exemption from any immunization requirement.

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 employee's sincerely held religious belief, practice, or observance. For religious accommodation request, according to the EEOC's COVID-19 guidance, employers should ordinarily assume that an employee's request for religious accommodation is based on a sincerely held religious belief, practice, or observance.

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.

Thank you in advance,

Signature and

Your name printed