

< Full Legal Name>

<Address>

Phone:

Email:

Dear <Name of Employer/Organization>,

I am writing you to make you aware that I hold certain specific religious beliefs which prevent me from taking a COVID-19 vaccine or COVID test. These items listed herein and certain other medical procedures and/or applications violate my deeply held convictions in and of my Christian faith.

The 1st Amendment of the US Constitution protects the free exercising of my faith in ALL arenas of life, both private and public, accordingly I am exercising my federally protected rights per current employment law and practices under 42 USC § 2000e-2(a)(et seq.) which reads as follows

Unlawful employment practices

(a) Employer Practices

It shall be an unlawful employment practice for an employer ---

- (1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, **religion**, sex, or national origin; or*
- (2) to limit, segregate, or classify his employees or applicants for employment, because of such individual's race, color, **religion**, sex, or national origin.*

Per United States Federal Labor and Employment Law, my religious beliefs **CANNOT** be used as grounds for termination, retaliation or discrimination. While I am under no such obligation to be specific with you of these beliefs, to enumerate them, or be asked or required to defend them, I am available to discuss my faith so as not to be misunderstood or my resolve be called into question.

Place this letter in my appropriate HR file as a substitute for any such proof or certificate of vaccine or proof of testing that you may need.

Thank you,

Signature: _____ Date: _____

<Full Legal Name>