

- It is important to provide context in the memo discussing the member's belief. If they come to the meeting and begin by discussing concerns about safety, politics, etc., note that in the memo. Even if the member eventually states that it is a belief based on religion, note their first expression and how they moved from non-religious beliefs to religious ones. Note any comments made by the member that make it appear they are using the religious exemption as a ruse to avoid the vaccine.
- Have the member describe how they consistently keep the tenets of their faith and demonstrate those in their daily life. Ask them to be as specific as possible. Put the specifics acts (or lack thereof) in the memo.
- Ask whether the member is part of any particular religious faith.
 - If yes, ask whether their religious leaders have spoken on the issue and have taken a position one way or the other on the vaccine.
 - If the member is not sure, ask whether the member wants to explore that question or discuss it with their faith leaders prior to continuing to pursue their request.
 - If the member says they have not yet but do not want to discuss it with their faith leaders, note that in the memo.
 - If the member indicates he/she is part of one of the following faiths, consult Table 1 and discuss with them the quotes from the religious leaders cited therein: Judaism, Protestant Christianity, Catholicism, Islam, Evangelical Christianity, Hindu, Orthodox Christianity, and Mormonism. Ask how their beliefs differ from those of the religious leaders. Note their response in the memo.
 - If not part of any organized religion—
 - Ask the member to explain the underlying tenants and core beliefs of their faith, and how they practice that faith in their day-to-day life.
 - Specifically inquire into how the order to take this particular vaccine substantially burdens their religious beliefs.
- Ask whether the member attends services or whether and how they gather with others to worship.
 - If they indicate they worship with others, ask whether the member knows of other individuals within the faith that have been vaccinated.
 - If so, ask whether the member has discussed the vaccination with those individuals to determine how they reconciled receiving the vaccine with the religious teachings.
 - If not, ask whether the member wants to take part in such conversations prior to pursuing the request. If not, note this in the memo.
- Ask what makes this refusal to be vaccinated against COVID-19 such an important part of their religion or their religious beliefs? If the member starts to speak about safety, political, or ethical concerns, as opposed to religious concerns, note that in the memo.
- Ask how long they have held their current religious beliefs or been part of their current religious faith.

- If not a recent convert, as whether they have received other vaccinations in the past.
 - If yes, ask how they reconcile this request with past willingness to be vaccinated. Note their response and any apparent contradictions.
 - If no, capture that in your memo.
 - If a recent convert, explore why they converted and how long they have practiced the faith. Ask whether they have undergone any specific classes or studies that helped them understand the teaching of the religion that they have recently joined. If they have not, note that in the memo.
- For those objecting based on the use of fetal cells, ask the member if they have done research on the fetal cell development.
 - If yes, ask whether they understand that the Pfizer BioNTech vaccine was not manufactured in cell lines, that cell lines were only used in the testing of the vaccine after it was developed.
 - Confirm they understand that the vaccine that will be administered does not contain fetal cells.
 - Ask whether they have read the reports that the fetal cells that were used to develop a cell line that was used to test the vaccine were from a supposedly therapeutic abortion where the mother was at-risk (as opposed to an elective abortion where the mother's health is not in jeopardy).
 - Ask whether they want additional time to do research and talk with someone in medical before proceeding with their request.
 - If they do not want more time despite their lack of information about the vaccine, note that in the memo.
 - If seeking exemption based on use of stem or fetal cells, ask whether the member has taken any other medicine that were developed and tested using fetal cells.
 - If yes, ask what kind.
 - If no, ask if they have ever taken Tylenol, Pepto Bismol, Aspirin, Ibuprofen, Benadryl, or Claritin, all of which were developed using fetal cells. Ask whether they are also going to be refraining from any of these medications and from all products whose development involved fetal cells at some point. Note response in memo.
 - For those stating that they are seeking an exemption because by quoting 1 Corinthians 6:19-20, ask what steps they take to ensure that other foreign substances are not introduced into the body.
 - For those members with visible tattoos, ask how they reconcile that act with their beliefs.
 - Ask whether their religion supports altruism and protection of others, or making sacrifices to help others.
 - If yes, ask whether they have considered that this act could be viewed as protecting others.