

Employee Religious Exemption Guidance

OPTION 1

Ask your employer for their designated medical or religious form.

OPTION 2

If they do not have one ask them: "What information is required to be religiously exempt?" Only provide what they require.

OPTION 3

Write your own form in your own words.

**The professionals have told us that writing your own is incredibly important as using other online resources can leave individuals vulnerable to have their exemptions denied. Only provide the information the employer requests and NOTHING more.*

OTHER RESOURCES:

-For more biblically-based exemptions visit Liberty Counsel for examples.

-If you wish to involve an attorney to help you draft a specific exemption for your needs, **Kevin Barry Esq.** has been especially helpful in procuring these for employees and university students. You can contact him at kevin@mermigislaw.com.

IF YOUR EMPLOYER REQUESTS "A STATEMENT FOR ACCOMMODATION" SUBMIT JUST A STATEMENT PROVIDING IT.

EXAMPLE:

"This is my statement or attestation that my religious beliefs are contrary to (business name)'s newest policy requiring the COVID vaccine." (Add your Signature and the Date)

Or

"This is my notification that I require accommodation due to my religious beliefs conflicting with the recent policy put in place." (Add your Signature and the Date)

IF YOUR EMPLOYER REQUESTS "A STATEMENT OF BELIEF OR EXPLANATION"

If you wanted to expand on the statement above with legal statutes or religious statements you can. Do not provide anything scientific that can be interpreted as opinion instead of a belief.

LEGAL STATUTES:

- Free exercise clause of the First Amendment of the US Constitution allows for the free exercise of ones' religious beliefs
- Title VII of the Civil Rights Act and Iowa Civil Rights Act chapter 216 in Iowa code prevents discrimination based on an individual's religious belief

IF YOUR EXEMPTION IS DENIED:

- Ask what the steps are to appeal the decision.
- File a Civil Rights complaint <https://icrc.iowa.gov/file-complaint>.
- Contact your state legislators and the Governor.
- Seek out an attorney for litigation.

Check out IAfreedomviolations.com for suggested legal counsel.

WHAT TO DO IF YOUR EMPLOYER DENIES YOUR EXEMPTION

IF YOUR EXEMPTION IS DENIED OR YOU ARE NOT OFFERED AN EXEMPTION:

1. Ask what the steps are to appeal the decision. If no appeal has been stated, see step 2.
2. File a civil rights complaint at <https://icrc.iowa.gov/file-complaint> and include any and all documentation (ie. their documented form requests, any communications, a copy of your form, etc.).
3. Contact your state legislators and the governor via email or phone call, AND log your violation with iafreedomviolations.com. (These are being tracked and delivered to leadership at the Statehouse.)
4. Seek out an attorney for litigation. Check out iafreedomviolations.com for suggested legal counsel.
5. We are also gathering data in a coordinated effort with Stand for Health Freedom to assist the Civil Rights Commission and certain legislators through the following survey. Note: you DO NOT have to opt in to receive future messaging but if you want to stay informed of these fast-moving issues or relevant legislation, please opt in.
<https://standforhealthfreedom.com/action/iowa-vaccine-discrimination-survey>.
6. File a charge against your employer with the EEOC, Equal Employment Opportunity Commission, at <https://www.eeoc.gov/filing-charge-discrimination>.
7. To report a business who has discriminated against you or denied accommodating your exemption please report them to the Iowa Economic Authority at <https://www.iowaeda.com>