

## Suggestions in compiling a religious exemption letter

(These guideline notes were written from a consultation meeting between a group of healthcare workers and an attorney)

### A religious exemption letter must be:

- 1) Religious in nature
- 2) Express a sincerely held belief

Medical beliefs **ARE NOT** religious beliefs. Do not put anything about harm in your letter because that is not a protected belief. The **ONLY** belief that is protected is religious.

In your letter, you are not required to list your specific religious affiliation. You can state that you are a Christian, but to go into more detail might be detrimental to getting the approval.

The belief in your letter only need be a present belief. If you have had the flu vaccine in the past, you can still qualify for a religious exemption for the COVID shot and future vaccines if it is a current belief. It is not recommended that if your religious exemption is granted by your employer for the COVID shot, that you take any further vaccines (ie; flu) as this would send a mixed message to your employer.

### Any of these beliefs will NOT be exempted:

- Medical
- Philosophical
- Political
- Healthy lifestyle

### Suggested bible verses that can be used in your letter to support “deeply held religious belief.”

- Genesis 1:27
- Genesis 1:31
- John 14:15
- 1 Corinthians 3:16-17
- Phillipian 4:6

## EXAMPLE EXERPT FROM LETTER THAT WAS APPROVED

Because I believe in God and his word and the principles laid out by him, I have a deeply held belief that vaccines violate these principles. I believe my body is a temple for the Holy Spirit.

- 1 Corinthians 3:16-17: “Don’t you know that you are God’s sanctuary and that the Spirit of God lives in you? If anyone ruins God’s sanctuary, God will ruin him; for God’s sanctuary is holy, and that is what you are.”

(DO NOT COPY THIS WORD FOR WORD!! IF you copy it word for word, it is not your sincerely held belief, your employer will know it has been copied, and your letter will most likely not be accepted)

### To sum things up, your letter needs to contain 3 things:

- 1) Statement of belief that is religious and sincerely held. (Everyone’s letter must be their own individual thoughts and sincerely held beliefs. If you plagiarize, your letter will most likely be rejected)
- 2) State how the vaccine goes against that belief
- 3) Conclusion statement: “Therefore I cannot vaccinate.”

## **Additional Thoughts**

- Your hospital may interview you. If they do, they *will* probably ask you about vaccine harm. Do not fall for it. Remember, this is about *your* sincerely held religious belief. Do not voice anything outside of that scope.
- If you are asked to attend an interview about your sincerely held religious beliefs and/or are asked to provide your vaccine history, submit a complaint to the Missouri Human Rights Commission. You may want to comply with the request to attend the interview, so your exemption has a better chance of being approved, but still file the complaint.
- If you are not granted an exemption, ask in writing for the reason for the denial and appeal it. If your facility allows, file as many appeals as you can until the exemption is granted. While awaiting the appeal process, file a complaint with Missouri Human Rights Commission at **573-751-3325**. [www.labor.mo.gov/mohumanrights/](http://www.labor.mo.gov/mohumanrights/). They can file for you with the EEOC.

If your religious exemption is not approved, don't quit. Make them fire you. That gives you a better chance of getting unemployment and gives you standing for any potential future lawsuits.

## **Other support resources**



You can use this link <https://form.jotform.com/211663998529169> to sign up as a IHCM Healthcare Worker member or scan the QR code. Your personal information will be kept strictly confidential, and you will only be used to contact you regarding IHCM Healthcare Workers member meetings or specific action alerts.



- Once you have signed up as a IHCM Healthcare Worker member, you will be sent an invitation to join our private Telegram chat for healthcare workers against mandates. Telegram is a cloud-based mobile and desktop messaging app with a focus on security and speed. The only people participating in this private chat are the IHCM Leadership Team and members of Healthcare Workers group. This is a great place to come together as a community to share ideas, provide updated information and join together as a team!



You can also join our Facebook page; this group is comprised of healthcare workers as well as the general public: <https://www.facebook.com/groups/ihcmo/> IHCM is dedicated to protecting the rights of MO citizens to make their own health choices, whether those be vaccines, masks, cancer treatments, or any other health choice. We stand firmly against health mandates of any kind.

- We are on Telegram: <https://t.me/joinchat/EsBJmo97-KZIZDgx>
- We are on MeWe: <https://mewe.com/join/iHCM>
- Our website is IHCM.INFO